DOCUMENT RESUME

ED 115 934 CE 005 828

TITLE	Manpower Research and Development Projects. 1974 Edition.
INSTITUTION	Manpower Administration (DOL), Washington, D.C.
REPORT NO	VT-102-310
PUB DATE	74
NOTE	306p.
AVAILABLE FROM	Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (no price given)
EDRS PRICE	MF-$0.76 HC-$15.86 Plus Postage
DESCRIPTORS	Contracts; Developmental Programs; *Directories; *Federal Programs; Financial Support; Government Publications; Grants; *Manpower Development; *Program Descriptions; *Research Projects; Research Proposals; Research Reviews (Publications)

ABSTRACT

The fourth annual edition summarizes the projects funded by the Office of Manpower Research and Development that were ongoing or completed during the fiscal year ending June 30, 1974. In addition, reports and other significant publications received during the previous two fiscal years are listed. The 1974 volume includes a set of "descriptors," or index terms, to provide a quick summary of the subjects of the project or publication. As in the 1973 edition, the projects and publications presented in chapters 1-5 are grouped by subject matter: (1) manpower program planning and administration; (2) manpower programs and their specific populations; (3) manpower program services and techniques; (4) the labor market; and (5) manpower, economic, and social policies. However, doctoral dissertations, small research project grants, and manpower institutional grants are listed separately in chapter 6. The appendix contains guidelines for submission of proposals and the statutory language outlining the goals and functions of the research and development program. The volume is indexed by (1) contract and grant numbers, (2) contractor and grantee organizations, (3) individuals associated with contracts and grants, and (4) research subjects. (Author/NJ)

****
* Documents acquired by ERIC include many informal unpublished materials not available from other sources. ERIC makes every effort to obtain the best copy available. Nevertheless, items of marginal reproducibility are often encountered and this affects the quality of the microfiche and hardcopy reproductions ERIC makes available via the ERIC Document Reproduction Service (EDRS). EDRS is not responsible for the quality of the original document. Reproductions supplied by EDRS are the best that can be made from the original. *
****

ED115934

Manpower Research and Development Projects

1974 EDITION

VT-102-310

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

CE 005 828

U.S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary
William H. Kolberg
Assistant Secretary for Manpower

00 2/3

U.S. INTERNATIONAL STANDARD SERIAL NUMBER (ISSN): 0082-9994
LIBRARY OF CONGRESS CATALOG CARD NUMBER: 74-21711

4

CONTENTS

Page

Introduction i

Sources of Reports on Research and Development Projects iii

1. Manpower Program Planning and Administration 1

- A. Comprehensive Employment and Training Act Agency Planning 1
- B. Labor Market and Other Information Systems 4
- C. Manpower Agency Capabilities 11
- D. Research and Development, Evaluation, and Planning 17

2. Manpower Programs and Their Specific Populations 27

- A. Alcoholics and Drug Users 27
- B. Apprenticeship 28
- C. Engineers 32
- D. Household Workers 34
- E. Prisoners, Offenders, and Ex-Offenders 34
- F. Racial and Ethnic Minorities 41
- G. Veterans 45
- H. Welfare Recipients and Other Unemployed 46
- I. Women 55
- J. Youth 57
- K. Miscellaneous 67

3. Manpower Program Services and Techniques 71

- A. Education 71
- B. Public Employment Programs 77
- C. Supported Employment 81
- D. Upgrading and Job Restructuring 84
- E. Worker Assessment and Orientation 95
- F. Other Supportive Services for Workers/Trainees 98

4. The Labor Market 103

- A. Labor Force, Labor Market, Labor Demand – General 103
- B. Labor Force, Labor Market – Specific Sectors and Cohorts 110
- C. Employer Practices 126
- D. Worker Attitudes 131

5. Manpower, Economic, and Social Policies 135

6. Special Manpower Research Grants 141

- A. Manpower Institutional Grants – 1974 Recipients 142
- B. Manpower Institutional Grants – 1970 Recipients 144
- C. Doctoral Dissertation Grants 152
- D. Small Grant Research Projects 197

Page

Appendixes

A. Guidelines for Submission of Research and Development Proposals........ 215
  Contracts and Grants under CETA.. 215
  Doctoral Dissertation Grants Under CETA.. 221
  Small-Grant Research Projects Under CETA..................................... 227
B. Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under the Comprehensive Employment and Training Act of 1973. 233
C. Excerpt from the Comprehensive Employment and Training Act of 1973, Sec. 311.. 243

Indexes

A. Index of Contract and Grant Numbers.. 247

B. Index of Contractor and Grantee Organizations.................................... 251

C. Index of Individuals Associated With Contracts and Grants.................. 255

D. Index of Research Subjects.. 263

INTRODUCTION

This fourth annual edition of *Manpower Research and Development Projects* summarizes the projects funded by the Office of Manpower Research and Development of the Manpower Administration. Included are all projects which were ongoing during the fiscal year that ended on June 30, 1974, and all those that were completed during that year. In addition, reports and other significant publications received during the previous 2 fiscal years are listed.

This year, for the first time, the book is published under the authority of the Comprehensive Employment and Training Act (CETA) of 1973. Under CETA, funds for manpower programs are distributed to "prime sponsors," primarily local governments, or States acting for less populous jurisdictions, to plan and administer programs tailored to the specific needs and circumstances of their own unemployed and underemployed residents. Among the activities specified in the CETA are the responsibility, assigned to the Federal Government, to conduct "a comprehensive program of manpower research" and "a program of experimental, developmental, demonstration, and pilot projects . . . for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems." The research and development program is authorized in sec. 311 of CETA which is reprinted in the appendix.

Since one of the aims of the Office of Manpower Research and Development is to make the contents of this book as accessible as possible, this year's volume includes for the first time a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project or publication. The descriptors are also used to construct the subject matter index.

As in last year's book, the projects and publications presented in chapters 1 through 5 are grouped by subject matter. However, doctoral dissertations, small research project grants, and manpower institutional grants are listed separately in chapter 6. This underlines the fact that they represent a separate special program whose major focus is on the development of manpower knowledge among researchers and academicians, on the encouragement of academic institutions to provide training for staffs of manpower programs, and on the strengthening of the research community from which the Manpower Administration draws information for policy planning.

It is hoped that the book's organization will be useful to those who consult it as a help to understanding manpower processes, to the formulation of social and economic policy, to the planning, administration, and conduct of manpower programs, and to the training of staff personnel who administer manpower programs.

Comments from readers, and suggestions for improvements, will be welcomed and should be addressed to the Manpower Administration, Office of Manpower Research and Development, Washington, D.C. 20213.

For persons who are interested in submitting proposals for research and development projects, the appendix contains guidelines for submission of proposals (no application form is needed) and the statutory language which outlines the goals and functions of the research and development program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during fiscal years 1972–74. *The supply of these reports permits free distribution through the Manpower Administration only on a very limited basis.* Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the lists at the end of each section. The key to the abbreviations used there and instructions for obtaining the publications are as follows:

NTIS – National Technical Information Service, Operations Division, Springfield, Va. 22151. Paper copies cost $3 or more as indicated; microfiche (mf) copies, $2.25. Prices were those in effect at press time and may be subject to change. Send remittance with order directly to NTIS and specify the accession number (PB plus a 6-digit number) given in the listing.

GPO – Government Printing Office. Send orders directly to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, with remittance for specified amount. Prices were those in effect at press time and may be subject to change.

MA – Manpower Administration. Single copies free upon request to U.S. Department of Labor, Manpower Administration, Office of Manpower Research and Development, Washington, D.C. 20213, as long as they are available.

Reports on dissertation research grants (listed in ch. 6) can sometimes be purchased from University Microfilms, Inc., 300 North Zeeb Road, Ann Arbor, Mich. 48102, as well as from NTIS.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, summaries of reports completed after this volume was prepared are available from the Manpower Administration's Office of Manpower Research and Development. Copies of the full reports are available for inspection in that office.

1. MANPOWER PROGRAM PLANNING AND ADMINISTRATION

1A. COMPREHENSIVE EMPLOYMENT & TRAINING ACT AGENCY PLANNING

1-001 An Analysis of the Pilot Comprehensive Manpower Programs

CENTER FOR GOVERNMENTAL STUDIES
WASHINGTON, D.C.

Everett Crawford

Grant 21-11-73-44
Project completed fiscal year 1974

Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); MANPOWER PROGRAM REFORM; METROPOLITAN AREAS; MODELS; SERVICE DELIVERY SYSTEMS; NONMETROPOLITAN AREAS; PRIME SPONSORS (CETA); STATE AND LOCAL GOVERNMENT; NEW MEXICO, ALBUQUERQUE; NEBRASKA, OMAHA; CONNECTICUT, HARTFORD; UTAH

This study reviewed, analyzed, and documented the early experiences of nine pilot Comprehensive Manpower Programs (CMP's) for the purpose of identifying the implications of that experience for organizing the other metropolitan and balance-of-State areas under manpower program reform.

Onsite visits were made to Albuquerque, Omaha, Hartford, and the State of Utah which were carrying out CMP projects; reports of those field visits and other CMP and Cooperative Area Manpower Planning System (CAMPS) reports and documents were studied; conferences were held with Department of Labor staff; and earlier analyses made by the center of State and metropolitan manpower organizations were also utilized.

Of the 11 basic SMSA patterns of metropolitan area manpower service delivery systems, the early CMP's provide models for only five. Only half of the States can look to the CMP's for a statewide model for manpower prime sponsorship although there is useful experience for balance-of-State organization outside metropolitan areas.

CMP is based on the premise that a unified manpower services delivery system should be developed for a labor market area. If the labor market approach is proven valid, the CMP already has shown that each area must be permitted flexibility to develop the kind of structure which fits the particular area.

It is recommended that attention be given to SMSA's with more complex political and administrative patterns that are not represented in CMP projects. It is also recommended that States broaden their approach to encompass tasks requiring a statewide scope, leaving to metropolitan areas and nonmetropolitan districts the details of delivery service planning.

PILOT COMPREHENSIVE MANPOWER PROGRAM: IMPLICATIONS OF ITS EXPERIENCES FOR LOCAL AND STATE MANPOWER ORGANIZATIONS

Everett Crawford and Howard W. Hallman
October 1973

NTIS PB224737/AS ($4.25 HC., $1.45 MF.)

1-002* Development of a Decisionmaking Matrix and Resource Allocation Model for the Bridgeport Labor Market Area

OFFICE OF THE MAYOR, CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Jane Resnick, Project Director

Grant 21-09-74-35
Scheduled for completion fall 1975

Descriptors: ASSESSMENT AND EVALUATION; AREA PLANNING; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); ECONOMIC ANALYSIS AND ECONOMETRICS; MATHEMATICAL MODELS; CONNECTICUT, BRIDGEPORT

The objective of this project is to develop, implement, and evaluate a manpower decisionmaking matrix and resource allocation model for the Bridgeport labor market area.

The project staff will: (1) Develop a manpower resource allocation model consonant with the Comprehensive Employment and Training Act of 1973 (CETA); (2) develop and test a decisionmaking matrix to enable manpower planners to weigh alternative strategies under various socioeconomic constraints; and (3) develop and test a methodology for measuring the effectiveness of the resource allocation and decisionmaking model and its value as an integral part of a local manpower planning process.

1-003* Development of a Model System of Manpower and Economic Indicators and Forecasts for Urban Labor Market Areas

MAYOR'S COUNCIL OF MANPOWER AND
ECONOMIC ADVISORS
CHICAGO, ILL.

Samuel C. Bernstein, Mayor's Office of Manpower

Grant 21-17-73-48
Scheduled for completion fall 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: ECONOMIC FORECASTING; ECONOMIC INDICATORS; MANPOWER PROJECTIONS; MODELS; URBAN AREAS; ILLINOIS, CHICAGO

This project will establish a local data system and a manpower and economic forecasting model to improve manpower and economic policy and planning in the Chicago city government. The data sets, methodological procedures, and organizational approaches developed should be applicable to urban markets generally.

Using existing data sources, an economic indicator series will be developed to provide small-area urban data on population, labor force behavior and activity, public and private investment, and location, transportation, and commuting patterns. These indicators will provide a base for a forecasting model that will contribute to rational and coordinated decisionmaking.

Under a subcontract, the indicator series will be produced at the Center for Urban Studies, The University of Chicago. The Center for Advanced Computation and the Institute of Labor and Industrial Relations of the University of Illinois are the subcontractors for the economic and demographic forecasting portion of the project.

1-004* Facilitating Manpower Agencies' Ability to Adopt New Procedures

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Dr. Jesse E. Gordon and Dr. Harvey Bertcher

Grant 92-26-72-33 (formerly Contract 82-24-70-23)
Scheduled for completion spring 1975

Descriptors: MANPOWER PROGRAM MANAGEMENT; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SERVICE DELIVERY SYSTEMS; SIMULATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA); EMPLOYMENT SERVICE MANAGEMENT

The objectives of this project are to develop ways of obtaining utilization of R&D generated and other social science knowledge through self-administered procedures and to implement and teach the effects of such procedures in manpower service delivery systems.

These self-administered procedures are developed in consultation with the staff of potential user agencies and are tested and refined in the field. In the current year a procedure is being tested for local office decisionmaking and implementation, which is designed to assist CETA sponsors and local public employment service offices in using R&D findings and other social science knowledge to solve operating problems.

Lessons learned to date are incorporated in a report, Putting Social Science Knowledge to Use in the Manpower System, which discusses: (1) The retrieval and organization of social science knowledge; (2) communications media; (3) dissemination strategies; and (4) increasing the adoption capacity of manpower agencies. Self-instructional courses have been developed on imitation and simulation and group leadership training.

Most of the following reports are available from Manpower Science Services, Inc., 1808 Hermitage Ave., Ann Arbor, Mich. 48104.

ROLE MODELING, ROLE PLAYING—A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES

Report Descriptors: ROLE PLAYING; VOCATIONAL GUIDANCE; EMPLOYMENT POLICY; ROLE MODELS; MANPOWER PROGRAM MANAGEMENT; HANDBOOKS

NTIS PB199840

IMITATION—SIMULATION TAPES AND WORKBOOK

1973

Report Descriptors: SIMULATION; COUNSELING AND GUIDANCE; ROLE PLAYING; AUDIOTAPES; INSTRUCTIONAL MATERIALS

GROUP LEADERSHIP TRAINING FILMS AND WORKBOOKS

1973

Report Descriptors: STAFF TRAINING; FILMS; INSTRUCTIONAL MATERIALS

PUTTING SOCIAL SCIENCE KNOWLEDGE TO USE IN THE MANPOWER SYSTEM: AN OVERVIEW REPORT

January 1974

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; INTERSYSTEM LINKAGES; LITERATURE REVIEW

NTIS PB227360/AS ($3.75)

1-005* The Introduction of CETA in Boston and Eastern Massachusetts

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.
AND
NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Charles A. Myers, MIT; and Dr. Morris A. Horowitz, Northeastern University

Grants 21-25-74-33 and 42-25-74-08
Scheduled for completion winter 1975

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS PLANNING COUNCIL; MANPOWER PROGRAM MANAGEMENT; MASSACHUSETTS, BOSTON

This project will demonstrate the feasibility of using an outside organization to record and analyze the changes in manpower planning and programs occurring in Boston and eastern Massachusetts as the Federal manpower policy changes from centralization and categorization to decentralization and decategorization under the Comprehensive Employment and Training Act of 1973.

Project staff will: (1) Interview on a recurring basis the individuals responsible for manpower planning and the delivery of manpower services; (2) visit and observe the operations of the manpower institutions and programs; (3) collect and analyze data pertinent to the impact of the program; and (4) meet periodically with key manpower officials to discuss the findings and their implications for program planning and management.

1-006* Multiproject Demonstration of Manpower Development

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

George B. Autry

Contract 82-37-71-47
Scheduled for completion spring 1976

Descriptors: STATE MANPOWER SERVICES COUNCIL (CETA); DECATEGORIZATION; MANPOWER REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can acquire further capability for the planning and delivery of manpower services. Activities focus primarily on: (1) The planning process and problems encountered in the implementation of CETA; and (2) the potential of a model as a monitoring and research assistance arm for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) will act both as a participant, providing local and regional assistance, and as an analyst, providing feedback to State and local agencies and to regional and national Manpower Administration offices. Additionally, NCMDC will provide detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to manpower revenue sharing.

ALLOCATING MANPOWER FUNDS WITHIN A STATE
May 1973

Report Descriptors: STATE MANPOWER SERVICES COUNCIL (CETA); MANPOWER REVENUE SHARING; SERVICE DELIVERY SYSTEMS; MANPOWER NEEDS; DECATEGORIZATION; NORTH CAROLINA
MA

STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING
June 1974

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS; MANPOWER REVENUE SHARING; STATE MANPOWER SERVICES COUNCIL (CETA)
MA

CETA PRIME SPONSORSHIP IN NORTH CAROLINA
March 1974

Report Descriptors: CATEGORICAL MANPOWER PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS PLANNING COUNCIL; MANPOWER PROJECTIONS; NORTH CAROLINA
MA

FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971
November 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)
MA

AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM
August 1973

Report Descriptors: COMPREHENSIVE MANPOWER PLANNING; MANPOWER PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL MANPOWER PROGRAMS

NTIS PB222916 ($5.25)
ERIC ed 079612.

1-007* A Proposal to Assess Impediments to a Close Alliance of the Work Incentive Program With Programs Administered by Local Prime Sponsors, Pursuant to the Comprehensive Employment and Training Act of 1973

LEGAL RESOURCES, INC.
WASHINGTON, D.C.

James L. Feldman

Grant 21-11-74-31
Scheduled for completion summer 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA); INTERAGENCY RELATIONS

The objectives relate to an investigation of threshold issues and problems associated with a close alliance between WIN and CETA. Specifically, the project will seek to: (1) Find limitations imposed by Federal, State, and local law; (2) define constraints and problems; and (3) identify program limitations.

This project is the first of two phases. Phase I will assess impediments to a WIN/CETA alliance through examination of relevant literature, discussions with knowledgeable individuals, and onsite investigations. Phase II will be conducted by WIN at three to five test sites and will involve issuance of guidelines to WIN sponsors. Under phase II, an evaluation of the test sites will be conducted.

1-008* Relocation Assistance as a Component of a Comprehensive State and Local

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

MANPOWER PROGRAM: EXAMINATION OF EXPERIENCE AND DEVELOPMENT OF PLANNING GUIDES

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Dr. Garth L. Mangum

Grant 92-49-72-16
Scheduled for completion spring 1975

Descriptors: MOBILITY ASSISTANCE; COMPREHENSIVE MANPOWER PLANNING; STATE MANPOWER SERVICES COUNCIL (CETA); UTAH

The objective of this grant is to produce two reports: (1) Planning guides for relocation assistance programs as components of comprehensive State and local manpower programs; and (2) assessment of the objectives and performance of a model State and local manpower planning system.

The planning guides will be developed by reviewing materials from reports of relocation projects which were conducted prior to the funding of this grant. The grantee will also make site visits to three projects which are currently operating.

The Utah State Manpower Planning Council has the longest continuing operational experience of any State or local government manpower planning organization. While Utah was not the first State to endorse a centralized manpower planning effort, it was the first to implement such an effort and give it an operational posture. It thus provides a useful comparison point. Characteristics of effective and ineffective manpower planning will be determined by identifying critical variables of the Utah experience and comparing them with other State and local manpower planning activities.

The initial "Assessment of the Objectives and Performance of a Model State and Local Manpower Planning System" report draft finds the following variables to be critical: (1) High level support from key elected officials; (2) support from high level agency administrators; (3) "clout"; (4) a process orientation; (5) labor market scope; (6) public member advocacy; (7) disinvolvement from delivery; (8) staff competence; and (9) management through the budget.

1-009 SURVEY AND ANALYSIS OF IN-SCHOOL NYC PROGRAMS

SYSTEMS RESEARCH INCORPORATED
LANSING, MICH.

Contract 42-26-72-09
Project completed fiscal year 1973

Selcuk Osgediz
July 1973

Report Descriptors: YOUTH; YOUTH PROGRAMS; MANPOWER PROGRAM MANAGEMENT; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB225578/AS ($4.25 HC., $1.45 MF.)

IN-SCHOOL YOUTH MANPOWER—A GUIDE TO LOCAL STRATEGIES AND METHODS
June 1973

Report Descriptors: YOUTH PROGRAMS; YOUTH; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB224802/AS ($3.75 HC., $1.45 MF.)

1B. LABOR MARKET AND OTHER INFORMATION SYSTEMS

1-010* A CAREER INFORMATION SYSTEM FOR THE STATE OF OREGON

OREGON BOARD OF EDUCATION
SALEM, ORE.

Bruce McKinley

Contract 82-41-72-03
Scheduled for completion summer 1974

Descriptors: CAREER CHOICE; OCCUPATIONAL CHOICE; CAREER INFORMATION SYSTEM; LABOR MARKET INFORMATION; VOCATIONAL GUIDANCE; OREGON

This project is developing a model interagency Career Information System (CIS) to provide effective dissemination of current career and labor market information in forms which are meaningful to individual students and clients and are integrated within schools and social agencies in the State of Oregon.

The contractor is providing consulting services to assure that the information systems will be useful to agencies and that the information is integrated into instruction and counseling programs. Communication and cooperation links are being developed between the CIS and participating agencies and schools.

The CIS is arranging with the Oregon Employment Division and other information sources for participation by a wide variety of developers and users of labor market information (such as vocational and other educators, inner-city groups and rural communities) which have not heretofore received adequate occupational or other labor market information.

Some tentative findings of the project are: (1) State agencies can greatly enhance the value of their occupational output by pooling their data; (2) increasing numbers of educators, counselors, and students have utilized pooled information on the world of work when it was made available in computerized format; and (3) it is possible to provide educators with indicators of student interest in particular occupational fields as an aid in developing appropriate course offerings.

1-011* THE CONCEPTUAL FOUNDATIONS OF A LABOR MARKET INFORMATION SYSTEM

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Conservation of Human Resources Project

Grant 21-36-73-47 (formerly Contract 71-34-70-04)
Scheduled for completion spring 1975

Descriptors: LABOR MARKET INFORMATION; HUMAN RESOURCE DEVELOPMENT POLICY; COST EFFECTIVENESS

This project covers a series of studies that seek to provide inputs for a comprehensive labor market information system and to develop recommendations with respect to labor market information that would help the Department of Labor meet its responsibilities under section 106 of the Manpower Development and Training Act, as amended in 1968. Under this project, four separate studies have been undertaken.

1-011A* THE METROPOLITAN LABOR MARKET: NEW YORK

Descriptors: LABOR MARKET INFORMATION; INFORMATION SYSTEMS; VOCATIONAL EDUCATION; CORRECTIONS; MANPOWER SERVICES INFORMATION; STUDENTS; EMPLOYER MANPOWER PLANNING; CURRICULA; NEW YORK, NEW YORK

This study examines the role, use, and function of labor market information in an urban environment in order to explore the ways in which this information enters into the decisionmaking process of governments, educational institutions, and correctional institutions.

The study is composed of a set of three interrelated investigations. The first explores the use of labor market information by New York City's correctional institutions as well as the linkage between the labor market experiences of former offenders and labor market information used by them. The second investigation focuses on the use of labor market information by educational and training institutions, and furnishes an analysis of the role of labor market information in the determination of skill and curriculum requirements specified by the city's institutions. The third probe examines the manner in which labor market information enters into the decisionmaking process of employers, labor unions, and the city's manpower planners.

With respect to ex-prisoners, the researchers concluded that improved labor market information can make, at best, a minimal contribution. The real need is for expanded employment services linked to suitable jobs in the public and private sector. In the educational area, the use of labor market information and guidance for students has also had a minor impact. The New York State Employment Service cannot give reliable information concerning the type and number of job openings available to students; thus school officials rely heavily on their own sources for clues about jobs available to graduates in different fields. The authors also noted that individual students typically seek guidance for their career plans largely from friends and family members.

The role of information in the decisionmaking process is somewhat marginal since many decisions lie within the political arena, and the important factors here are the interests and goals of the groups involved.

1-011B* THE LABOR MARKET: AN INFORMATION SYSTEM

Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; LABOR MARKET AREAS; PUBLIC EMPLOYMENT SERVICE; COMPUTER SYSTEMS; DATA SOURCES AND USE

Boris Yavitz and Dean W. Morse with Anna B. Dutka
1973
Praeger Publishers, New York, 1973 ($10).

1-011C* BETTER BUDGETING FOR HUMAN RESOURCE PROGRAMS

Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; JOB PERFORMANCE; NEW YORK, NEW YORK

This study seeks to develop output measures for human resource programs in New York City and apply these measures to budgetary decisions.

The study will utilize four human resource development programs for a determination of the extent of data available for program output measurement. Interviews with municipal officials and an examination of the ways in which operating data are generated and collected will be undertaken. Suggestions will be made for the improvement of output measures. Four working papers will be developed for presentation to the supervisory agencies of the service programs recommending better procedures for analyzing the 1975 budget for the City of New York.

1-011D* WHERE HAVE ALL THE DOLLARS GONE?: PUBLIC EXPENDITURE FOR HUMAN RESOURCE DEVELOPMENT IN NEW YORK CITY 1961-1971

Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; INFLATION; COST EFFECTIVENESS; FISCAL POLICY; EFFECTIVENESS OF PROGRAMS; NEW YORK, NEW YORK

This study examines the sharp increase, between 1961 and 1971, in local government expenditures for education, health, income transfers, and family backup services such as foster care and counseling, in order to determine if increases in the quality of services were commensurate with increased costs.

A wide variety of data sources were analyzed, including annual reports of the New York State Comptroller, New York State Council of Economic Advisors, New York State Board of Education, and the State Departments of Health and Personnel. Other important sources were social security statistics, welfare reports, housing reports, research studies completed during the past 10 years bearing specifically on financial allocation of New York State's budget for various human resource development programs, and studies on the status of the human resource development program in the State.

The researchers revealed that between fiscal years 1961 and 1971, New York's budget for human resources development rose from $2.4 billion to $7.8 billion—an increase of 223 percent. Marked increases in work loads over the decade were noted in some areas with substantially enlarged expenditures. Inflation also contributed to

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the enlarged expenditure total; however, the combination of the increased work load and inflationary factors can explain only about 75 percent of the added costs in public assistance, 33 percent of the increase for higher education, 15 percent for medical care, and 10 percent for mental health. In some instances, data are not available to explain portions of the remaining increased costs.

In general, the additional dollars were used to pay for: (1) Sharp increases in wages, salaries, and fringe benefits—above those earned by workers in other sectors of the State's economy; (2) increased personnel and improvements in working conditions; and (3) occupational upgrading of city personnel by the addition of better trained persons replacing those with poorer training.

In evaluating the effects of the addition of large numbers of employees on the quality of services rendered, the author concluded that the mere addition of more employees may not be the most efficient way to improve public services. While not denying that more manpower may result in better outcomes, in the case of New York City there is little substantive data to indicate how good the programs are or whether they are getting better or worse over time.

The author recommends greatly improved fiscal controls, with continuous reporting of services implemented in local service agencies, to provide better information and means of measuring program performance by administrators.

Charles Brecher
June 1974
Praeger Publishers, New York ($11).

1-012* Demonstrating, Validating, and Refining a Systematic Method by Means of Which the Labor Exchange Role of the Federal-State Employment Service Can Be Compared to the Labor Exchange Role of Classified Help Wanted Ads

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Miriam Johnson

Grant 21-11-74-28
Scheduled for completion winter 1976

Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING

The project will: (1) Test, validate, and refine a previously developed technique for comparing employment service (ES) open job orders and want ads; (2) develop and test a methodology for comparing new jobs in both systems; and (3) apply both techniques in an analysis of ES versus want ad penetration in the labor markets of each of 12 cities.

Employment service job orders remaining open at the end of each month for a 12-month span of time will be coded and compared with corresponding newspaper editions to produce 12 snapshots of the stock of job opportunities in each system. In addition, new jobs listed in both systems for each day through 6 continuous weeks will be coded and compared to produce a longitudinal picture of the flow of new job openings.

1-013* The Development and Assessment of an Experimental Full-Time Employment Service for Agricultural Economists

AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION
LEXINGTON, KY.

Dr. Loys L. Mather, Department of Agricultural Economics, University of Kentucky

Grant 21-21-73-42
Scheduled for completion spring 1975

Descriptors: AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS

The project aims to improve access to the employment market for agricultural economists and employers. It would facilitate placement activities by providing potential employers with profiles of individuals selected from the entire membership of the American Agricultural Economics Association and their characteristics or specialties. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market and have greater options concerning employment decisions.

The project, a joint venture of the American Agricultural Economics Association and the Illinois State Employment Service, will be divided into three phases—development, implementation and operation, and assessment. The initial phase involves development, testing, and implementation of computer programs necessary for a job matching employment service. Efforts will be devoted to identifying employee and professional clientele, informing them of the nature of the new service and developing profiles of members of the association. The model will be critically assessed after a year of operation in terms of the number and characteristics of the employers and jobseekers brought into the system, advantages and deficiencies of the model, job penetration resulting from the new service, and costs of operation.

1-014* Development of an Opportunity Program Manpower Information System

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Parker C. Anderson

Grant 42-06-72-08
Scheduled for completion spring 1974

Descriptors: INFORMATION SYSTEMS; COST EFFECTIVENESS; MONITORING OF CETA PROGRAMS; YOUTH PROGRAMS

This project will develop a management information system and related monitoring and assessment procedures for an NYC-type opportunity program sponsored by the Watts Labor Community Action Committee. The system will provide a means of: (1) Improving the program's accountability for performance and outcomes; and (2) facilitating management activities to better the design and linkages of the complex of program services provided by this sponsor.

The grantee is: (1) Reviewing current practices and systems for program data, information, and recordkeeping; (2) identifying gaps and duplicative practices in selection of needed data and information for monitoring and assessing program operations and outcomes; (3) designing new data and monitoring instruments; (4) pretesting the efficiency of the new system; and (5) providing staff development and other activities relating to the institutionalization of the new system.

1-015* EXPERIMENTAL IMPLEMENTATION OF A COMPUTER-BASED LABOR INFORMATION AND JOB DISPATCHING SYSTEM FOR THE CONSTRUCTION INDUSTRY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. D. Quinn Mills, Dr. Ken Mericle, and Edward A. Markowitz

Contract 71-25-72-06
Scheduled for completion fall 1976

Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; JOB MATCHING; COMPUTER SYSTEMS; DATA SOURCES AND USE

This is an experimental implementation of a computer-based manpower information system for selected construction industry trades in the Boston and Vermont labor markets. A computer program built on three modules, individual records, labor market profile, and recordkeeping, will be put into operation; then an analysis will be made to determine general applicability of the working model to construction industry labor market information needs. Improved information may result in fewer skills shortages, reduced unemployment, higher productivity, and better apprenticeship planning. Information will be developed on the utility of the modules, patterns of intercraft and interregional mobility, and the impact of computerization on overall labor market efficiency.

Research and technical teams are developing an analytic description of the mode by which construction labor market information currently operates. The conceptual LMI system will be adapted to facilitate the introduction and use of computers. Appropriate computer programs have been designed, developed, and maintained to provide timely, accurate, and comprehensive details; however, these permit access to users only where appropriate. Ways of limiting the output of information that is not useful are being examined.

1-016 AN EXPERIMENTAL LABOR MARKET INFORMATION PROGRAM TO ENCOURAGE SELF-INITIATED JOB SEARCH BY SELECTED REGISTRANTS WITH PUBLIC EMPLOYMENT SERVICE OFFICES

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, RESEARCH FOUNDATION
STILLWATER, OKLA.

Contract 81-38-69-19
Project completed fiscal year 1972

Dr. David W. Stevens
December 1971

Report Descriptors: LABOR MARKET INFORMATION; JOB SEARCH; SELF-HELP FOR JOBSEEKERS

NTIS PB204594

1-017 FEASIBILITY OF DETERMINING WHETHER CLASSIFIED WANT ADS IN DAILY NEWSPAPERS ACCURATELY REFLECT LOCAL LABOR MARKETS AND HELP EMPLOYERS AND JOBSEEKERS

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

John Walsh and Miriam Johnson

Grant 21-11-73-28
Project completed fiscal year 1974

Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADVERTISEMENTS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

The primary objectives of the study were to determine how many actual jobs were listed in want ads (after eliminating duplication), how many transactions resulted, in what industries and occupations they occurred, how much useful labor market information want ads contained, and what the ads revealed about occupational trends.

The study was conducted in San Francisco and Salt Lake City. Six major investigations were conducted: (1) A want ad content study; (2) a 5-year overview of want ads; (3) a volume study; (4) an employer-user survey; (5) a survey of employers in general; and (6) a jobseeker survey.

Want ads were found to be a limited source of information about local labor markets. As a recruitment tool, they are of value to a comparatively small group of employers, but of major use to private employment agencies as a means of self-advertising. As a jobseeking tool, their

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

value is seriously limited by inadequate and inaccurate job information and by poor organization and stratification in the newspapers.

Manpower planners should be extremely careful about using want ads as a basis for projecting occupational needs. Furthermore, newspapers should restructure ads to provide accurate job information more clearly.

CLASSIFIED HELP WANTED ADS: HOW MUCH HELP?

John Walsh
June 1974

Report Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH; LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADVERTISEMENTS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

MA MONOGRAPH FORTHCOMING

1-017A A Pilot Study to Compare Classified Want Ads in Daily Newspapers to Job Orders in the Employment Service.

Descriptors: NEWSPAPER ADVERTISEMENTS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET BEHAVIOR; PUBLIC EMPLOYMENT SERVICE; OCCUPATIONAL CLASSIFICATION; PILOT STUDY; JOB LISTING; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

The major purpose of the pilot study was to supplement the results of the want ads analysis by comparing them with job orders received by the employment service during the same time period.

Employment service job orders and want ads for this time period were coded and compared by occupation and industry.

The "stock of jobs" listed with the ES was over twice that of want ads for all occupations except "Managers/Administrators/Directors" in both cities and "Sales" in San Francisco. The employment service stock of jobs exceeded that of want ads for all industries.

The study recommended that further research to document these results and an additional comparison of "job flow" through both processes be conducted.

1-018 Feasibility Study of a Computer-Based Manpower Information System for the Construction Industry

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Contract 71-25-71-01
Project completed fiscal year 1973

D. Quinn Mills, John T. Dunlop, and Edward A. Markowitz
January 1973

Report Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; COMPUTER SYSTEMS; FEASIBILITY STUDY; EMPLOYMENT PATTERNS

NTIS PB214104

Also available from Alfred P. Sloan School of Management, MIT, 50 Memorial Drive, Cambridge, Mass. 02139.

1-019 Job Information Center

YONKERS PUBLIC LIBRARY
YONKERS, N.Y.

Virginia M. Wolven, Library Director

Grant 92-36-72-30
Project completed fiscal year 1974

Descriptors: SELF-HELP FOR JOBSEEKERS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET INFORMATION; LIBRARIES; MANPOWER SERVICES INFORMATION; JOB SEARCH; NEW YORK, YONKERS

This project examined the feasibility of creating a job information service in a public library which would serve as a clearinghouse for data relating to job opportunities and the job searching process.

The job information center collected substantial information on job opportunities in the City of Yonkers and environs to provide the unemployed and underemployed with job search information. Information at the center included civil service announcements at all levels (city, county, State, and Federal), the classified sections of area newspapers, the New York State job bank book, job listings from private employment agencies, and job listings from private employers. Reference material on the job search process was made available, and assistance in using the various job search tools was provided.

The job information center project was successful as a clearinghouse for job information. Patron response was highly favorable, with service provided to persons with a wide range of skills and educational backgrounds. As a result, libraries in other States became interested in the project: the New Haven Public Library in Connecticut and the Seattle Public Library in Washington are in the process of developing similar job information centers.

Recommendations for the development of similar centers based on this model are offered to libraries interested in creating a permanent job information center with the responsibility for continuing and further developing job information services. In order to achieve this goal, these centers should offer services both to groups and individuals. Services to individuals include guiding patrons to the proper resource at the center or outside agency (government or private). Services to groups consist of working with them to determine the actual needs of the jobseeker and to provide a base where groups can make their functions known to the jobseeker.

Virginia M. Wolven and Nancy Johmann
December 1973

Available from Yonkers Public Library, 70 South Broadway, Yonkers, N.Y. 10701.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

1-020* LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Charles A. Myers

Grant 71-25-71-02
Scheduled for completion summer 1974

Descriptors: LABOR MARKET BEHAVIOR; DISADVANTAGED; LABOR MARKET INFORMATION; DUAL LABOR MARKETS; RECRUITMENT; TRAINING PRACTICES

This project consists of several related investigations of the operation of the labor market as it affects the disadvantaged. One is an exploration of the ways in which disadvantaged persons gain access to job opportunities in the primary labor market—in large organizations offering steady employment, relatively high wages, and the prospect for further training and advancement—in contrast to the casual, low-paid, or dead end jobs available to them in the secondary labor market. Another is a study of the effectiveness of recruitment media used by large firms in the primary labor market. A third is analyzing the process of training and developing disadvantaged minorities for jobs in the primary labor market. Finally, studies of formal and informal referral in the building trades and of career patterns and labor market information flow in the beauty shop industry are being conducted through a subcontract with Harvard University.

Methods used include participant observation, surveys, interviews, and experimental and control groups.

1-021 LABOR MARKET INFORMATION FOR LOCAL DELIVERY OF MANPOWER SERVICES

DR. LOUIS L. LEVINE
WASHINGTON, D.C.

Contract 71-11-72-05
Project completed fiscal year 1973

Dr. Louis L. Levine
October 1972

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET AREAS; SERVICE DELIVERY SYSTEMS

NTIS PB221314 ($9.75)

1-022 MANPOWER INFORMATION DISSEMINATION SYSTEM FOR LINKAGES BETWEEN NEIGHBORHOOD AGENCIES AND MANPOWER PROGRAMS

SETTLEMENT HOUSES EMPLOYMENT DEVELOPMENT (SHED)
NEW YORK, N.Y.

Daniel DeWees

Grant 21-36-73-14
Project completed fiscal year 1974

Descriptors: MANPOWER SERVICES INFORMATION; JOB INFORMATION SERVICE; LABOR MARKET INFORMATION; JOB PLACEMENT

The objective was to determine whether better access to current information about manpower training programs would lead to more knowledgeable referrals to the programs by neighborhood agencies.

A manpower information bulletin containing information on current manpower training programs and related services and a directory of local manpower programs was compiled and distributed to some 80 neighborhood agencies on a weekly basis. The Manpower Area Planning Council and the HRA Manpower and Career Agency participated in the information service.

It could not be determined conclusively that the service resulted in improved referrals. However, the participating neighborhood agencies generally agreed that the information was helpful to them in making their referrals.

1-023* PILOT CLEARANCE PROJECT—REGION III, MANPOWER ADMINISTRATION, U. S. DEPARTMENT OF LABOR

U.S. EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Paul Corbin and Joseph Murta, Region III

Grant 20-11-74-20
Scheduled for completion spring 1975

Descriptors: JOB BANK; INTERAGENCY RELATIONS; JOB SEARCH; COMPUTER SYSTEMS; INTERSYSTEM LINKAGES; PUBLIC EMPLOYMENT SERVICE; PENNSYLVANIA; VIRGINIA; WEST VIRGINIA

This project will develop a computerized interarea job clearance system for region III of the Manpower Administration to provide an effective method of exposing and extending job openings that originate in one part of the region to all areas within the region. It is expected that such a system will help alleviate substantial unemployment resulting from local, State, and national emergencies and would develop useful techniques and test procedures for an interregional clearance system capable of application on a national scale.

The project will utilize job banks throughout region III and will organize the exchange of job information among States and areas through a central processing agency using microfiche containing job characteristic information. The Dictionary of Occupational Titles will be the basis for describing jobs.

1-024 PLANNING AND CONCEPTUALIZATION OF A LABOR MARKET INFORMATION SYSTEM

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Malcolm S. Cohen, Institute of Labor and Industrial Relations

Contract 71-24-70-02
Project completed fiscal year 1974

Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; JOB LOCATION; COMPUTER SYSTEMS; SYSTEMS DESIGN AND ANALYSIS; DATA SOURCES AND USE; ECONOMIC ANALYSIS AND ECONOMETRICS; COLORADO, DENVER; MICHIGAN, DETROIT; WISCONSIN, MILWAUKEE

The Labor Market Information Systems Project (LMIS) was designed to evaluate the need for new labor market information and for methods of making better use of currently collected statistical and administrative data. The project was also to demonstrate various information technologies which would improve the delivery of labor market information.

The project studied the needs of labor market users, and major data bases were identified and set up for computer retrieval. Models were developed to meet various manpower policy and program needs. Prototype systems were designed to improve access to information, quality of existing labor market information, and/or the manpower planning process. These were tested in State employment security offices in Colorado, Michigan, and Wisconsin.

Eight major existing data bases were successfully identified, evaluated, and set up for computer retrieval at the Michigan Computer Center, thus permitting selected users easy access through use of a telephone and computer terminal, without the aid of a computer specialist. It was found that laymen could be trained easily in using the system. It was successfully used by counselors in a Youth Opportunity Center in Denver and is now being tested in a full scale Public Employment Office under a separate grant. Other system developments are related to automated computer graphics for benchmark purposes: (1) An alternate procedure for assessing the number of persons needing manpower services; (2) methods of using time series data to forecast different employment, labor force series, unemployment insurance, and welfare bases; and (3) ways of generating time series estimates for periods when data are not collected. The author considers that his major accomplishment has been a demonstration of the desirability of a unified labor market information system that can be accessed to meet analytical as well as standard program reporting needs.

The researcher's major recommendation was that an integrated labor market information system be established. This could eliminate duplication, and provide better data that are more accessible and adaptable to program planners' special needs. He also recommends the establishment of major centers to do processing, retrieval, and dissemination of labor market information.

Reports listed below may be obtained from the Institute of Labor and Industrial Relations Publications Office, 401 S. 4th Street, Ann Arbor, Mich. 48106.

ON THE FEASIBILITY OF A LABOR MARKET INFORMATION SYSTEM

VOL. 1, FINAL REPORT
June 1974

Report Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; SYSTEMS DESIGN AND ANALYSIS; JOB LOCATION; COMPUTER SYSTEMS; PUBLIC EMPLOYMENT SERVICE; ECONOMIC ANALYSIS AND ECONOMETRICS; DATA SOURCES AND USE; MINORITIES; COLORADO, DENVER; MICHIGAN, DETROIT; WISCONSIN, MILWAUKEE

NTIS PB236259/AS ($4.50 HC., $2.25 MF.)

VOL. 2, APPENDICES A-D (WORKING PAPERS RELATED TO MODELS)
June 1974

Report Descriptors: LABOR MARKET INFORMATION; MODELS; SIMULATION; UNEMPLOYMENT INSURANCE; WELFARE DEPENDENCY; MANPOWER SERVICES INFORMATION

NTIS PB236260/AS ($5.50 HC., $2.25 MF.)

VOL. 3, APPENDICES E-M (MISCELLANEOUS WORKING PAPERS)
June 1974

Report Descriptors: LABOR MARKET INFORMATION; COMPUTER SYSTEMS; MANPOWER SERVICES INFORMATION; MINORITIES; DATA SOURCES AND USE; PILOT STUDY

NTIS PB236261/AS ($5.50 HC., $2.25 MF.)

1-025 REQUIREMENTS AND DESIGN OF A LABOR MARKET INFORMATION SYSTEM FOR A LARGE METROPOLITAN AREA

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 71-05-70-03
Project completed fiscal year 1973

Dr. Margaret Thal-Larsen, Stephen Laner, and Donald Mayall, Institute of Industrial Relations
November 1972

Report Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; JOB SEARCH; SERVICE DELIVERY SYSTEMS; WAGES; LABOR DEMAND; MANPOWER PROJECTIONS; LABOR MARKET BEHAVIOR

NTIS PB213744 ($9)

1-026 SIMULATED URBAN AREA MANPOWER DATA SYSTEM FOR MANPOWER PROGRAM PLANNING AND MANAGEMENT

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Contract 81-40-70-06
Project completed fiscal year 1972

THE MANAGEMENT OF MANPOWER PROGRAMS IN URBAN AREAS: AN INFORMATION SYSTEM

Louis L. Levine, Kenneth W. Masters, and Bernard R. Siskin
September 1971

Report Descriptors: LABOR MARKET INFORMATION; INFORMATION SYSTEMS; URBAN AREAS; SERVICE DELIVERY SYSTEMS

NTIS PB210652

1-027* A Study of On-Line Use of Job Information in Employment Service Local Offices

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Malcolm S. Cohen

Grant 21-26-74-21
Scheduled for completion spring 1975

Descriptors: JOB MATCHING; JOB PLACEMENT; COMPUTER SYSTEMS; LABOR MARKET INFORMATION; COLORADO, BOULDER

The objective of this research is to study the on-line use of computerized placement potential in a typical local employment service office.

Placement by a computer terminal will be compared with control groups using a stratified sample of applicants from the Denver metropolitan area and from a comparable office outside of Denver. In the second phase of the study data will be collected in Denver and Utah to develop a model to indicate the optimum number of terminals required.

A followup study will be made of placements to evaluate results of applicants placed by terminal compared with those placed by microfiche.

1-028 A Study of the Local Job Bank Program: Performance, Structure, and Direction

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 71-53-70-01
Project completed fiscal year 1973

Joseph C. Ullman and George P. Huber
August 1972

Report Descriptors: JOB BANK; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; COMPUTER SYSTEMS; MANPOWER PLANNING AND ADMINISTRATION; EMPLOYMENT SERVICE MANAGEMENT

NTIS PB212690
Also available from D. C. Heath & Co., Lexington Books, Cambridge, Mass. 1973; and Bureau of Business Research & Service, Graduate School of Business, The University of Wisconsin, Monograph No. 5, August 1972.

1-029* A Systematic Approach to Using Job Seeker Information as a Means of Maintaining a Localized Job Search Information System

HUMAN RESOURCES DEVELOPMENT DEPARTMENT, STATE OF CALIFORNIA
SACRAMENTO, CALIF.

James M. Neto and Marged S. Sugarman

Contract 71-06-72-01
Scheduled for completion spring 1974

Descriptors: JOB SEARCH; LABOR DEMAND; JOB INFORMATION SERVICE; DISADVANTAGED; EMPLOYMENT OPPORTUNITIES; COST EFFECTIVENESS; SERVICE DELIVERY SYSTEMS

To augment local employment office services, this study will design a low-cost job search information-sharing system whereby information obtained by jobseekers in the course of their search for work can be processed for other jobseekers on a continuing basis. The study will: (1) Attempt to evaluate the quantity and quality of supplemental data that can be obtained from applicants; (2) investigate the costs of incorporating such data into an automated system; (3) evaluate the possible adverse effects of unsolicited referrals of applicants on employer relations; and (4) assess the possible benefits of the system in terms of enlarging the scope of job search resources available to applicants and aiding in their reemployment.

Pertinent labor market information on specific occupations will be gathered from existing records and packaged by automated equipment in a form appropriate for dissemination to jobseekers. Details of the job search plan will be disseminated to jobseekers to insure that clients are provided with uniform information. Forms and procedures will be developed for gathering and recording the specific job search information feedback by the jobseekers themselves to validate and update the information already in the system. Analysis will be made of the data obtained, the problems involved, and the costs of such a system.

1C. MANPOWER AGENCY CAPABILITIES

1-030* An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programming

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Valerie Jorrin

Grant 92-34-70-16
Scheduled for completion spring 1974

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: CURRICULA; SOCIAL SERVICE EMPLOYEES; MANPOWER PROGRAM MANAGEMENT

This grant is exploring and delineating the ways in which academic social work expertise and manpower program operations can contribute to and supplement each other's role, function, and goals.

The grantee is operating a laboratory for community programing which will serve as the field placement office for six to eight graduate students. The laboratory would facilitate the assignment of these social work students in State and city manpower components and in special assignments to the Manpower Administration. At the conclusion of the project, special monographs will be produced to facilitate use of the project findings by social work schools and manpower agencies.

1-031 CLEVELAND EXECUTIVE SABBATICAL PROGRAM

METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Grant 92-39-72-01
Project completed fiscal year 1973

Theodore D. Small
December 1972

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); EMPLOYER SERVICES; LOW-WAGE JOBS; OHIO, CLEVELAND

NTIS PB221133 ($4.50)

1-032* DEMONSTRATION PROJECT TO ASSESS PROVISION OF SERVICES BY ICESA, INC., TO THE DEPARTMENT OF LABOR

INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC.
WASHINGTON, D.C.

Murray Comarow, Executive Director

Grant 21-11-74-36
Scheduled for completion winter 1975

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; CONFERENCES; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); SERVICE DELIVERY SYSTEMS

The Interstate Conference of Employment Security Agencies (ICESA) will: (1) Arrange a conference to study the basic role of the public employment service and particularly, given the large number of special tasks assigned to it, how the employment service can best serve the Nation; (2) study the committee structure of the ICESA to provide a sharper focus on the wide range of major employment security issues; and (3) conduct a 1-day conference with the representatives of the Japanese Ministry of Labor on State functions and responsibilities of the employment security system in this country.

1-033* DEVELOPMENT OF PLACEMENT AND SUPPORT SERVICE PERFORMANCE STANDARDS FOR THE EMPLOYMENT SERVICE SYSTEM

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Stanley Applebaum

Contract 20-36-74-22
Scheduled for completion winter 1975

Descriptors: JOB PERFORMANCE; SUPPORTIVE SERVICES; EMPLOYMENT SERVICE MANAGEMENT; JOB PLACEMENT

The primary objective of this project is to design a methodological model for developing performance standards for the job placement activities and placement support service functions of the employment service system.

This effort will involve detailed analyses of job placement and support service activities, including intensive onsite work in local, area, or State offices. The study will utilize either work sampling, job ticketing, time studies, or a combination of these and other techniques to obtain valid benchmarks.

1-034* THE EFFECT OF EXECUTIVE ORDER 11598 ON THE LABOR MARKET PERFORMANCE OF THE EMPLOYMENT SERVICE

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Professor Joseph C. Ullman, Purdue Research Foundation

Grant 92-18-72-08
Scheduled for completion spring 1975

Descriptors: HIRING PRACTICES; MANDATORY JOB LISTING; JOB APPLICANTS; EMPLOYER ATTITUDES; EXECUTIVE ORDER NO. 11598; JOB PLACEMENT; VETERANS; JOB LISTING; PUBLIC EMPLOYMENT SERVICE

This is a study of how Executive Order 11598, which requires Federal agencies and most Federal contractors to list most job openings with the employment service, affects employment service capability to provide needed services to applicants. It is investigating the impact of the order on the number and nature of job openings listed with the employment service, the number and nature of job referrals and placements by the employment service, and timing of these effects.

The study is analyzing employer experience as well as employment service operations in six States. It is designed to compare a representative sample of establishments covered with a control sample of those not covered. Employment service staff and a sample of employers have been interviewed, and job listings and placements before and after initiation of the mandatory listing (ML) requirements compared.

Early indications are that firms subject to the ML requirement hired significantly more veterans, including Vietnam veterans, through the employment service than did the comparison firms not covered by the requirement. It appears that the ML requirement is achieving its major goals of assisting veterans and increasing employment service placements. Additional research is under way to substantiate these findings.

1-035 EMPLOYABILITY DEVELOPMENT TEAMS AND FEDERAL MANPOWER PROGRAMS: A CRITICAL ASSESSMENT OF THE PHILADELPHIA CEP'S EXPERIENCE

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Contract 41-1-002-42
Project completed fiscal year 1973
November 1972

Report Descriptors: ATTITUDES; EMPLOYABILITY DEVELOPMENT TEAMS; CONCENTRATED EMPLOYMENT PROGRAM; MANPOWER PROGRAM STAFFING; EFFECTIVENESS OF PROGRAMS; MINORITIES; DISADVANTAGED; PENNSYLVANIA, PHILADELPHIA

NTIS PB213790 ($6)

1-036 EMPLOYABILITY DEVELOPMENT TEAM INTERACTION ANALYSIS: AN EXPLORATORY STUDY

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 51-18-71-01
Project completed fiscal year 1972

Paul F. Munger, David G. Smith, and Douglas W. Johnson
November 1971

Report Descriptors: EMPLOYABILITY DEVELOPMENT TEAMS; CONCENTRATED EMPLOYMENT PROGRAM; COUNSELING AND GUIDANCE; EMPLOYMENT SERVICE MANAGEMENT; MANPOWER PROGRAM STAFFING; EFFECTIVENESS OF PROGRAMS; MINORITIES; DISADVANTAGED; WORK INCENTIVE PROGRAM (WIN)

NTIS PB222074 ($11)

1-037 EXPERIMENTAL ANALYSIS OF CALIFORNIA'S JOB AGENT SYSTEM

CALIFORNIA STATE ASSEMBLY
SACRAMENTO, CALIF.

Contract 82-05-70-25
Project completed fiscal year 1973

AN ATTEMPT TO CHANGE A DEPARTMENT OF STATE GOVERNMENT THROUGH LEGISLATION: THE CALIFORNIA JOB AGENT PROGRAM

R. William Hauck, Director, The California State Assembly Office of Research
July 1974

Report Descriptors: JOB AGENT SYSTEM; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; STATE AND LOCAL GOVERNMENT

Available from California State Assembly, Office of Research, Room 111, 1116 Ninth Street, Sacramento, Calif. 95814.

1-038 HUMAN SERVICES MANPOWER CAREER CENTER

ILLINOIS BUREAU OF EMPLOYMENT SECURITY
CHICAGO, ILL.

Myrna Bordelon Kassel

Contract 82-15-70-22 (formerly Grant 92-15-69-22)
Project completed fiscal year 1974

Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; UPGRADING; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS; ILLINOIS, CHICAGO

The Human Services Manpower Career Center was established in July 1969 within the Illinois Bureau of Employment Security to explore the possible roles for a State employment service agency in stimulating and supporting the recruitment, training, and utilization of manpower for human services occupations. The center was to focus its efforts on the Chicago metropolitan area.

The center has produced a series of monographs on Manpower for the Human Services: (1) An Overview of the Work Progress Report—the origin, objectives, and staff of the center during its first 2 years of operation, and an overview of the monograph series; (2) Career Systems in State Human Services Agencies—guidelines for developing and implementing a career-ladder system, based on the center's work in Illinois human services agencies (mental health, child care, and corrections); (3) A Core Curriculum for Entry and Middle-Level Workers in Human Services Agencies—primarily for use in a community college—covering the general area of human services occupations, specific work fields such as mental health and child development, and actual jobs a worker is expected to perform in a particular setting; (4) Community Organizations for Allied Health Manpower—a developmental model for organizing a working coalition of concerned community groups to attack the major problems in allied health manpower planning and development, guidelines for a physician's assistant program, and 25 barriers (and how to overcome them) to effective recruitment, training, and utilization of allied health manpower; (5) Neighborhood-Based Child Care Services for the Inner City—a model for providing comprehensive child-care services to disadvantaged inner-city families, and a staffing plan with job descriptions; and (6) Human Services Generalist Classification Series—a simplified generalist classification series for human services workers that includes position characteristics, illustrative tasks, and worker training sets.

REPORT 1: THE FIRST YEAR, DECEMBER 1970
February 1971

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; UPGRADING; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS

NTIS PB199120

MONOGRAPH ONE: AN OVERVIEW OF THE WORK PROGRESS REPORT

June 1971

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; JOB STRUCTURE; UPGRADING; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS

NTIS PB209004

MONOGRAPH TWO: CAREER SYSTEMS IN STATE HUMAN SERVICES AGENCIES

June 1971

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; JOB STRUCTURE; UPGRADING; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS

NTIS PB209205

MONOGRAPH THREE: A CORE CURRICULUM FOR ENTRY AND MIDDLE LEVEL WORKERS IN HUMAN SERVICES AGENCIES

June 1971

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; UPGRADING; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS

NTIS PB209206

MONOGRAPH FOUR: COMMUNITY ORGANIZATIONS FOR ALLIED HEALTH MANPOWER

June 1971

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; UPGRADING; HUMAN RESOURCE DEVELOPMENT POLICY; SERVICE DELIVERY SYSTEMS; JOB STRUCTURE; HEALTH MANPOWER; HUMAN SERVICE OCCUPATIONS

NTIS PB209207

MONOGRAPH FIVE: NEIGHBORHOOD-BASED CHILD CARE SERVICES FOR THE INNER CITY

June 1971

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; UPGRADING; HUMAN RESOURCE DEVELOPMENT POLICY; SERVICE DELIVERY SYSTEMS; JOB STRUCTURE; CHILD DAY CARE; HUMAN SERVICE OCCUPATIONS

NTIS PB209208

HUMAN SERVICES GENERALIST CLASSIFICATION SERIES

Myrna Bordelon Kassel and Thomas W. Marsh
January 1973

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; UPGRADING; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS

NTIS PB218728

1-039 IMPROVEMENT OF EMPLOYER SERVICES IN THE STATE EMPLOYMENT SERVICES

GREENLEIGH ASSOCIATES, INC.
NEW YORK, N.Y.

Contract 82-36-71-43
Project completed fiscal year 1973

REPORT ON EMPLOYER SERVICES IMPROVEMENT PROJECT IN ILLINOIS AND PENNSYLVANIA

Dr. Hazel S. McCalley, Walter Hewett III, and William F. Hobbs.
June 1973

Report Descriptors: EMPLOYER SERVICES; PUBLIC EMPLOYMENT SERVICE; JOB LISTING; JOB DEVELOPMENT; JOB PLACEMENT; SYSTEMS DESIGN AND ANALYSIS

NTIS PB221750 ($12)

1-040 PROGRAM FOR INFORMATION ON MANPOWER SERVICES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82-24-69-47
Project completed fiscal year 1973

PLACEMENT AND AFTER: A MANUAL FOR COACHES AND OTHER EMPLOYMENT WORKERS

Jesse E. Gordon and John C. Erfurt
1972

Report Descriptors: COACHING; JOB PLACEMENT; COUNSELING AND GUIDANCE; STAFF TRAINING

NTIS PB203592 ($3)

A COMPENDIUM OF INFORMATION RELEVANT TO MANPOWER AGENCIES

John C. Erfurt
1973

Report Descriptors: MANPOWER PROGRAM MANAGEMENT

NTIS PB214652 ($6)

AGENCY-COMPANY RELATIONSHIPS IN MANPOWER OPERATIONS FOR THE HARD-TO-EMPLOY

Louis A. Ferman and Roger Manela
1973

Report Descriptors: JOB DEVELOPMENT; EMPLOYER SERVICES; HARD CORE

NTIS PB221325 ($9)

HANDBOOK OF INFORMATION RELEVANT TO MANPOWER AGENCIES: A COMPILATION OF PRACTICE PRINCIPLES AND STRATEGIES FOR MANPOWER OPERATIONS

John C. Erfurt, Louis A. Ferman and Patricia A. Strauch
1973

Report Descriptors: MANPOWER PROGRAM MANAGEMENT

NTIS PB214394 ($10.60)

OVERVIEW OF THE EXPERIENCES OF THE ILIR MANPOWER LABORATORY: THE DEVELOPMENT OF A MODEL APPROACH TO THE RETRIEVAL, DISSEMINATION, AND UTILIZATION OF INFORMATION ON MANPOWER OPERATIONS

Louis A. Ferman and John C. Erfurt

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); DISADVANTAGED; VOLUNTEERS

NTIS PB214303

1-041* Project for Developing Experimental and Demonstration Programs of Training, Research, and Technical Assistance for Manpower Program Administrators

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Peter B. Doeringer, John F. Kennedy School of Government

Grant 92-25-72-03
Scheduled for completion summer 1975

Descriptors: MANPOWER ECONOMICS COURSES; MANPOWER DEVELOPMENT; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; TRAINING PROGRAM MANAGEMENT; STAFF TRAINING

This project is to develop and test the feasibility of various manpower curricula, instructional formats, and associated research and technical assistance activities directed at the indoctrination, training, and updating of new and existing manpower officials and practitioners.

Emphasis is placed on: (1) Greater exposure of manpower program staff to the summer institute; (2) technical assistance in designing, coordinating, and staffing the Manpower Administration's internal staff training activities, particularly with respect to development of curricular materials; (3) developing work-experience internships for students in the academic year program; (4) improving the design and format of the summer institute; and (5) providing continued evaluation of the experimental curricula and regular monitoring of training needs in the Manpower Administration.

Accomplishments include: A 4-week pilot summer Institute in Manpower Administration for administrators at the Federal, State, and local levels; establishment of two academic year courses in manpower economics and manpower policy; and supportive educational services to the Labor Department's internal management training programs.

1-042* Project to Design Model Systems for Selecting Employment Service Local Office Managers and Interviewers

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.
AND
U.S. CIVIL SERVICE COMMISSION
WASHINGTON, D.C.

Dr. Albert P. Maslow and Dr. Michael Rosenfeld, Educational Testing Service; William A. Gorham., U.S. Civil Service Commission

Contract 20-11-74-18
Scheduled for completion winter 1976

Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The project will develop model selection systems for the staffing of two key jobs—employment interviewer and local office manager—in State employment security agencies. The selection procedures are to have a demonstrable relationship to successful job performance and exclude factors which are not job-related and which might function as biases against the employment of minority group persons and women.

The project will include an indepth analysis for each of the two job categories. For those duties which are determined to be critical, the job analysis will describe which knowledge, skills, abilities, and other characteristics are required for successful job performance. On the basis of this analysis, the project will develop and try out selection procedures for each job class. The project will also determine the technical feasibility of validating the procedures against job performance criteria.

1-043 Short-Term Training Program for WIN and Public Welfare Personnel

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 92-34-70-14
Project completed fiscal year 1972

Ina Sullivan
January 1972

Report Descriptors: CURRICULA; STAFF TRAINING; WORK INCENTIVE PROGRAM (WIN)

NTIS PB211803

1-044 Staffing in Manpower Training Programs: A Report from the

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

NATIONAL INVENTORY OF MANPOWER PROGRAMS

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 82-11-71-06
Project completed fiscal year 1972

STAFFING IN MANPOWER TRAINING PROGRAMS

Laure M. Sharp, Gene B. Petersen and Thomas F. Drury
May 1972

Report Descriptors: MANPOWER PROGRAM STAFFING; RECRUITMENT; PERSONNEL ADMINISTRATION

NTIS PB214169 ($6.75)

1-045* STATE SALARY COMPARABILITY STUDY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.
AND
INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

George L. Stelluto, Bureau of Labor Statistics; and Alan L. Madian, Institute of Public Administration

Grants 82-11-71-11 and 82-36-71-17
Scheduled for completion fiscal year 1975

Descriptors: SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENT

This project seeks to develop comparative salary survey procedures applicable at State levels, patterned after those currently used for Federal pay setting purposes. These procedures have been designed to help State governments achieve more equitable salary scales based on periodically surveyed pay rates in the general labor market.

The Bureau of Labor Statistics conducted occupational wage surveys in selected States to determine prevailing wages in the private sector. The surveys were patterned after the National Professional, Administrative, Technical and Clerical (PATC) pay surveys which are used for Federal pay comparability purposes. The occupations covered by the PATC survey were augmented in some of the States to add greater detail. Meetings were held with State officials concerning the results and their possible application to State salaries.

A basic conclusion emerging from the project was that application of the Federal technique showed promise as a means of adjusting State salaries, but that special attention would be required concerning additional occupations and the size and number of companies included in the surveys. A handbook describing the steps necessary in the conduct of these surveys will be developed by BLS for the guidance of State officials who wish to conduct similar surveys. A companion report is also planned for the application of survey data to existing State salary structures.

1-046 A STUDY OF BLACK COLLEGES TO DETERMINE THEIR CAPABILITY TO DEAL WITH THE PROBLEMS OF UNEMPLOYMENT, UNDEREMPLOYMENT AND JOB TRAINING

B&C ASSOCIATES, INC.
HIGH POINT, N.C.

Contract 20-37-73-15
Project completed fiscal year 1973

Robert J. Brown
August 1973

Report Descriptors: UNIVERSITIES AND COLLEGES; MINORITIES; BLACKS; JOB PLACEMENT; ON-THE-JOB TRAINING (OJT); LITERATURE REVIEW

NTIS PB222814 ($3.75 HC., $1.45 MF.)

1-047* SURVEY OF ATTITUDES, PERCEPTIONS, AND EXPECTATIONS OF USERS AND NONUSERS OF THE EMPLOYMENT SERVICE

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller, Project Manager

Contract 20-42-74-34
Scheduled for completion spring 1975

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; JOB MATCHING; EFFECTIVENESS OF PROGRAMS; ASSISTANCE TO EMPLOYERS; UNEMPLOYED; MAN/JOB MATCHING; EMPLOYER ATTITUDES; JOB SEARCH; HIRING PRACTICES; ATTITUDES

The study is designed to determine reasons for use or nonuse of public employment service offices by employers and jobseekers; the frequency, nature and intensity of use; how services meet users' expectations and needs; recommendations for improvement; attitudes toward physical location, hours of operation and physical layout of ES offices; and how the respondents see the employment service in the context of other job matching resources and institutions.

Interviews will be conducted with employment service personnel, employers, and jobseekers, who are users and nonusers in a representative sample of 20 medium sized cities.

1-048 TESTING OF VARIOUS METHODOLOGIES FOR INCREASING JOB LISTINGS

MICHIGAN EMPLOYMENT SECURITY COMMISSION
DETROIT, MICH.

Contract 82-26-71-41
Project completed fiscal year 1973

EMPLOYER SERVICES ACTIVITIES AND MANPOWER POLICY

Edward J. Giblin and Louis L. Levine
1972

Report Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT

NTIS PB211993

ACHIEVING MANPOWER GOALS THROUGH MORE EFFECTIVE EMPLOYER SERVICES PROGRAMS

VOL. 1, FINAL REPORT

Edward J. Giblin and Louis L. Levine
March 1973

Report Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB220165 ($6.75)

GUIDELINES FOR INSTALLING AND MAINTAINING AN EFFECTIVE EMPLOYER SERVICES PROGRAM LOCALLY

VOL. 2, PROJECT FINAL REPORT

Edward J. Giblin, Louis L. Levine, and Lawrence W. Hawkins
March 1973

Report Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB220166 ($5.45)

1D. RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

1-049 ALTERNATIVE FORMS OF PUBLIC SERVICE EMPLOYMENT

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Robert A. Gordon and Lloyd Ulman, Department of Economics

Contract 81-06-72-01
Project completed fiscal year 1974

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; POVERTY; ECONOMIC ANALYSIS AND ECONOMETRICS; COST EFFECTIVENESS; UNEMPLOYMENT/INFLATION TRADEOFF

The objectives of the study were the following: (1) To assess the role of public service employment in the overall effort to aid the poor; (2) to determine and evaluate the costs and benefits of various types of public service employment programs (PSEP) within the broader context mentioned above. (There are two major questions here: First, should a PSEP offer career jobs with promotion and training opportunities or temporary jobs designed to provide a short-run source of income while the participant seeks a private sector job? Second, what sorts of output and production techniques are appropriate, given social priorities on the one hand and skills and work experience of the target population on the other?) Other objectives were to determine the effects which the availability of public service jobs would have on the private sector of the economy and to assess the effect PSEP could have on the inflation/unemployment tradeoff.

A research seminar consisting of the principal investigators and graduate students was organized and met throughout the contract period to discuss large-scale Federal PSEP. Research procedures included: (1) A survey of the relevant literature; (2) econometric estimation of labor response functions under variously specified programs; and (3) a theoretical analysis of the implications of PSEP for the inflation/unemployment tradeoff. A set of recommendations for the design of a PSEP will be based on the results of this research.

The researchers found that in San Francisco and Oakland, public service employment could be expanded 10 to 15 percent in low-skilled categories without severe disruption or costly additional inputs. Flaws in existing labor supply studies compromise their use in assessing impact on the private sector of large-scale public service employment. A newly formulated labor supply model supports the conclusion that public service employment will not produce serious dislocations in the private sector. A further finding is that better quality jobs reduce recidivism rates of parolees.

The major recommendations coming from the study were that public service employment should be expanded and the Federal minimum wage law should be increased and extended.

Reports listed below are available from the Institute for Industrial Relations, University of California, Berkeley, Calif. 94720.

1-049A THE EFFECT OF LEGITIMATE OPPORTUNITIES ON THE PROBABILITY OF PAROLEE RECIDIVISM

Descriptors: JOB SATISFACTION; GOVERNMENT POLICIES; LITERATURE REVIEW; REHABILITATION; CORRECTIONS; PUBLIC EMPLOYMENT PROGRAMS

The purpose of this study was to determine whether improving the quality of job opportunities available to parolees affects recidivism.

The research method included an analysis of a sample of 325 parolees in Massachusetts penetentiaries in 1959 to determine the effect of job satisfaction on recidivism. Further research was conducted in the form of a literature review.

The results of the study showed that parolees who find satisfactory jobs are less likely to recidivate.

The study recommended expanding the public employment program to include parolees and making better quality jobs available to them.

Philip Cook
October 1973

NTIS PB224441/AS ($4.25 HC., $1.45 MF.)

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-049B THE DESIGN OF A FEDERAL EMPLOYMENT PROGRAM IN A STRATEGY TO RAISE LOW EARNINGS

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; POVERTY; CIVIL SERVICE SYSTEM; LOW INCOME; MINIMUM WAGE LAWS

The objectives of this study were to devise a strategy to raise low earnings and to redesign and improve the Federal public employment program.

Research consisted of an examination of alternative approaches to raising low earnings.

The study found that an employment incentive program of public employment and increased and expanded Federal minimum wages would represent an improvement in existing Federal programs to raise low earnings.

The study recommended the implementation of an employment incentive program which would include expanded public service employment coupled with an increase in and expanded coverage of the Federal minimum wage.

Lawrence S. Seidman
November 1973

NTIS PB236191/AS ($4 HC.)

1-049C PUBLIC SERVICE EMPLOYMENT AND THE SUPPLY OF LABOR TO THE PRIVATE SECTOR

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR SUPPLY; PRIVATE INDUSTRY; CALIFORNIA, OAKLAND; CALIFORNIA, SAN FRANCISCO

This study aimed at estimating the effect of expanded public service employment on the supply of labor to the private sector.

The project formulated a labor supply model which eliminated the flaws of existing studies by using data from the Survey of Economic Opportunity to estimate the parameters of this model for several demographic subgroups.

The study found that a substantial wage elasticity of supply existed for virtually every subgroup. In addition, the researchers concluded that expanded public service employment will not produce serious dislocations in private labor markets.

Robert H. Frank
November 1973

NTIS PB224453/AS ($3.75 HC., $1.45 MF.)

1-049D AN EXPANDED PUBLIC EMPLOYMENT PROGRAM: SOME SUPPLY AND DEMAND CONSIDERATIONS

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENT; CIVIL SERVICE SYSTEM; LOW-LEVEL OCCUPATIONS; LABOR DEMAND; LABOR SUPPLY; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

The objective of the study was to examine the impact of an expanded public employment program for low-skilled workers.

The project constructed a profile of workers in large American cities earning less than $4,500 in 1966; described jobs provided by city government in San Francisco and Oakland, California; and discussed the feasibility of creating "useful" city employment.

The researchers found that public service employment in Oakland and San Francisco could be expanded 10-15 percent in low-skilled categories without severe disruption, costly additional inputs or "make work."

Frank S. Levy and Michael Wiseman
November 1973

NTIS PB224388/AS ($3.75 HC., $1.45 MF.)

1-049E THE INFLATIONARY EFFECTS OF PUBLIC SERVICE EMPLOYMENT

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; ECONOMIC FORECASTING; INFLATION; STATE AND LOCAL GOVERNMENT; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

The focus of this study was to examine the ability of local governments to expand the employment of low-skilled workers by defining and estimating feasible expansion of useful city employment.

This project used a carefully constructed labor supply model to gauge the inflationary potential of public service employment expansions. The investigators employed Survey of Economic Opportunity data from 12 large SMSA's in conjunction with their model, in support of a challenge to the conventional position that wage inflationary pressures will be minimized if public service employment expenditures are distributed geographically in accordance with unemployment rates.

The findings of the study were that any program which alters the composition of employment in favor of low-wage, high-unemployment labor force groups is anti-inflationary in the sense of causing a lower rate of wage inflation to be associated with a given unemployment rate.

An expenditure distribution formula based on population size is recommended as least inflationary.

Philip Cook and Robert H. Frank
November 1973

NTIS PB224442/AS ($3 HC., $1.45 MF.)

1-050 ASSESSMENT OF EXPERIMENTAL MANPOWER LABORATORIES

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Dr. Henry David, Assembly of Behavioral and Social Sciences, National Research Council

Grant 92-11-72-21
Project completed fiscal year 1974

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; EFFECTIVENESS OF PROGRAMS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

An interdisciplinary advisory committee reviewed four Experimental Manpower Laboratories and two other laboratory-type projects. The committee was responsible for advising the Manpower Administration's Office of Research and Development on the extent to which these organizations were meeting their objectives and on how the laboratory concept might be operationally improved.

The 12-member advisory committee was subdivided into six subcommittees whose members pooled their judgments on individual projects. These evaluations were based on: site visits; discussions with staffs of the laboratories, the funding agencies, and cooperating agencies; and review of laboratory products such as manuals and research reports.

The consensus of the advisory committee was that the laboratory concept was both useful and valid, but in need of improvement in a number of operational areas.

It was recommended that the funding agency develop a more adequate overall R&D strategy for the laboratories, provide more monitoring in terms of substantive direction and adherence to work statements, make improvements in planning and managing the laboratories, and give more attention to utilization of laboratory findings in terms of early involvement of potential users and increased encouragement toward the implementation of products.

THE EXPERIMENTAL MANPOWER LABORATORY AS AN R&D CAPABILITY

NAS Advisory Committee on Assessment of Experimental Manpower R&D Laboratories (EMLABS)
February 1974
MA

1-051 AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM FOR SOUTH TEXAS MIGRANT WORKERS

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Contract 82-23-70-16
Project completed fiscal year 1972

AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM OF SOUTH TEXAS MIGRANTS, 1969
December 1969

Report Descriptors: ATTITUDES; INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; SOUTHWEST U.S.; MEXICAN AMERICANS; ASSESSMENT AND EVALUATION; CIVIL SERVICE SYSTEM; JOB DEVELOPMENT; VOCATIONAL TRAINING; MIGRANTS; EMPLOYMENT SERVICE MANAGEMENT; TEXAS

NTIS PB199487

AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM OF SOUTH TEXAS MIGRANTS, 1971

VOL. 1, FINAL REPORT
January 1971

Report Descriptors: ATTITUDES; INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; SOUTHWEST U.S.; MEXICAN AMERICANS; ASSESSMENT AND EVALUATION; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE MANAGEMENT; JOB DEVELOPMENT; VOCATIONAL TRAINING; MIGRANTS; TEXAS

NTIS PB204550

VOL. 2, SUMMARY
January 1971

Report Descriptors: ATTITUDES; INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; SOUTHWEST U.S.; MEXICAN AMERICANS; ASSESSMENT AND EVALUATION; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE MANAGEMENT; JOB DEVELOPMENT; VOCATIONAL TRAINING; MIGRANTS; TEXAS

NTIS PB204551

VOL. 3, APPENDICES
January 1971

Report Descriptors: ATTITUDES; INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; SOUTHWEST U.S.; MEXICAN AMERICANS; ASSESSMENT AND EVALUATION; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE MANAGEMENT; JOB DEVELOPMENT; VOCATIONAL TRAINING; MIGRANTS; TEXAS

NTIS PB204552

VOL. 4, THE TEXAS ASSESSMENT
September 1971

Report Descriptors: ATTITUDES; INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; SOUTHWEST U.S.; MEXICAN AMERICANS; ASSESSMENT AND EVALUATION; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE MANAGEMENT; JOB DEVELOPMENT; VOCATIONAL TRAINING; MIGRANTS; TEXAS

NTIS PB211190

1-052* COMMITTEE ON DEPARTMENT OF LABOR RESEARCH AND DEVELOPMENT

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Dr. Henry David, Division of Behavioral Sciences

Grant 21-11-73-31
Scheduled for completion winter 1975

Descriptors: MANPOWER PLANNING, RESEARCH AND DEVELOPMENT

A committee of research scientists, with the help of specialized subcommittees and staff, will review and as-

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

sess the Manpower Administration's research and development (R&D) program from its inception under the Manpower Development and Training Act of 1962.

The committee will consider both the substance and procedures of the manpower R&D program, including the ways in which research ideas are generated or solicited, constraints on the development of ideas, program administration procedures, staff capabilities, and the effectiveness of project monitoring. The committee will also concern itself with growth and characteristics of research facilities and will prepare several state-of-the-art studies on R&D projects in specified subject areas. Upon completion of its review and assessment, the committee will prepare a final report which will consider how the Department might improve and strengthen its R&D effort, and will make recommendations concerning policies, programs, and funding patterns.

There will be a program review by the committee and ad hoc subcommittees, conducted through meetings with relevant officials, preparation of committee member and staff papers, commissioned papers, archival searches, staff interviews, and questionnaires.

1-053* COMMUNITY PLANNING FOR HUMAN RESOURCE DEVELOPMENT, AN EXPERIMENT AND DEMONSTRATION

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO, CALIF.

Robert Greene

Grant 21-06-74-18
Scheduled for completion summer 1975

Descriptors: PRIME SPONSORS (CETA); BASIC EDUCATION; VOCATIONAL EDUCATION; CALIFORNIA, SAN FRANCISCO

This project is to determine whether and how local manpower planning and resources can be linked reasonably and usefully with planning and resources in related areas of human resource development.

The project will identify factors affecting consultation and cooperation in human service programming. Through actual field testing and work with State and local agencies, responsive mechanisms will be designed. The project will record, analyze, and report on dynamic elements of effort which appear generalizable and applicable for community planning in large urban centers.

1-054 DEMONSTRATION OF MANPOWER DEVELOPMENT CENTERS IN NORTH CAROLINA COMMUNITIES

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-35-70-01
Project completed fiscal year 1972

VOL. 1

Report Descriptors: ORIENTATION; PREVOCATIONAL TRAINING; SUPPORTIVE SERVICES; TRAINING CENTERS; NORTH CAROLINA

NTIS PB201161

VOL. 2, STATISTICAL AND APPENDIX MATERIALS

Report Descriptors: ORIENTATION; PREVOCATIONAL TRAINING; SUPPORTIVE SERVICES; TRAINING CENTERS; NORTH CAROLINA

NTIS PB201162

1-055 DEVELOPMENT OF A MODEL UNIVERSITY HUMAN RESOURCES PROGRAM

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA-CHAMPAIGN, ILL.

Contract 81-15-69-07
Project completed fiscal year 1972

Melvin Rothbaum and Walter Franke

Report Descriptors: HUMAN RESOURCES; UNIVERSITIES AND COLLEGES; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); INTERAGENCY RELATIONS; ILLINOIS

NTIS PB202817

1-056 DISCRIMINATION IN TRAINING PROGRAMS

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Dr. Bradley R. Schiller

Grant 21-24-73-21
Project completed fiscal year 1974

Descriptors: DISCRIMINATION; TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; WORK INCENTIVE PROGRAM (WIN); WOMEN; BLACKS; WOMEN'S OCCUPATIONS; BLACK/WHITE

This research project attempted to establish models and procedures to identify and measure discrimination existing within the context of federally supported manpower training programs. It utilized data relating to the Work Incentive Program (WIN), and applied the models and procedures to the WIN Program.

The researcher: (1) Undertook a comprehensive review of earlier work on models and measures of discrimination; (2) formulated acceptable estimation methods; and (3) applied the methods developed to data gathered on WIN enrollees to formulate empirical estimates of the different relationships in the discrimination model and the degree to which WIN enrollees are discriminated against in training programs.

The researchers concluded that: (1) No evidence of racial discrimination in WIN training allocations is observable (blacks and whites are referred to WIN training opportunities on an equal basis); but (2) substantial evidence exists that women are not being referred to WIN training slots on the same basis as men, even after taking account of previous background.

THE ALLOCATION OF TRAINING RESOURCES IN THE WIN PROGRAM
September 1973
MA
Also available from Department of Economics, College of Business and Public Administration, University of Maryland, College Park, Md. 20742.

1-057* An Evaluation of the Effects of Training Programs in the U.S. Based Upon the National Longitudinal Surveys

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Gerald G. Somers, Industrial Relations Research Institute

Grant 21-55-73-15
Scheduled for completion spring 1974

Descriptors: ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES; ATTITUDES; INCOME; NATIONAL LONGITUDINAL SURVEYS; RETURNS ON TRAINING

The principal objective of this project is to evaluate the effects of enrollment in manpower programs on the employment, income, social status, and attitudes of enrollees as compared with a control group of nonenrollees.

The main source of information will be men and women aged 14 to 24 included in the National Longitudinal Surveys. Women aged 30 to 44 and men aged 45 to 59 will also be covered if sample size permits. Respondents in these surveys who have been in manpower programs will be identified by matching social security numbers in the National Longitudinal Surveys and Department of Labor records. The effects of enrollment in programs will be analyzed by comparing the national longitudinal survey data on enrollees with those on nonenrollees. The evaluation will include regression analysis and cross-classifications and will cover social and attitudinal as well as economic variables.

1-058 Expanding the Benefits of Completed Manpower Research Products

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Lawrence R. [illegible]lein, Bureau of Economic and Business Research

Contract 82-04-71-27
Project completed fiscal year 1974

Descriptors: DISSERTATIONS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; MANPOWER RESEARCH GRANTS

The objective of this project was to determine if an interdisciplinary group of graduate students, working under the direction of a labor economist with editorial experience, could adapt research studies prepared for the Manpower Administration to broader uses, particularly among planners and administrators.

A number of research studies were selected by the Manpower Administration from among those they supported. These studies were assigned to graduate students by the project director, and the graduate students prepared rewrites of the studies with a view to making them usable by wider audiences than were the original versions.

The results demonstrated that success depends on: (1) Care in selecting students; (2) operation in or adjacent to a university with a good manpower center or institute; (3) a director conversant with both manpower policy and editorial requirements; and (4) liaison between the project staff and the Manpower Administration in selecting research studies.

One useful byproduct was a set of guidelines for manpower researchers, based on observations of the methods, analyses, and writing employed in the scores of research reports reviewed during the course of the experiment.

ABSTRACTS OF SEVEN DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
Report Descriptors: DISSERTATIONS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 34

MEETING HEALTH MANPOWER NEEDS THROUGH MORE EFFECTIVE USE OF ALLIED HEALTH WORKERS
1973
Report Descriptors: HEALTH MANPOWER; EMPLOYER MANPOWER PLANNING; HIRING PRACTICES
GPO MANPOWER RESEARCH MONOGRAPH NO. 25 ($.65)

EXPANDING THE BENEFITS OF MANPOWER RESEARCH
August 1973
Report Descriptors: DISSERTATIONS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
NTIS PB224600/AS ($3 HC., $1.45 MF.)
ERIC ed 083475.

BAKER'S DOZEN: ABSTRACTS OF 13 DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1973
Report Descriptors: DISSERTATIONS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
GPO MANPOWER RESEARCH MONOGRAPH NO. 27 ($1.35)

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-059* An Experimental Approach to Designing an R&D Strategy for the Employment Service

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Grant 21-06-74-25
Scheduled for completion fall 1974

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; COUNSELING AND GUIDANCE; EMPLOYMENT SERVICE STAFF; JOB PLACEMENT; EMPLOYMENT SERVICE MANAGEMENT; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; PARTICIPANT-OBSERVER METHODOLOGY

The project will determine the feasibility of using an external organization to develop new approaches to conceptualizing and organizing an R&D strategy responsive to the needs of employment service (ES) agencies.

Project staff will observe and participate in selected local and State employment service offices, the national office of the Manpower Administration, and other agencies of the Federal Government. They will also consult with other manpower researchers and representatives of the State employment service agencies through a committee of the Interstate Conference of Employment Security Agencies. They will then:(1) Define and set priorities for research and development work to be done; (2) determine feasible alternatives for translating these priorities into practical research; and (3) pave the way for the acceptance and utilization of the project's results.

1-060 Exploratory Case Studies of Intersystem Linkage and Research Utilization

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82-26-72-04
Project completed fiscal year 1973

R&D UTILIZATION STRATEGIES AND FUNCTIONS: AN ANALYTICAL COMPARISON OF FOUR SYSTEMS

Dr. Ronald G. Havelock, Dr. David A. Lingwood, Joann Freund, and Bonnie Ramirez
December 1973

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SYSTEMS DESIGN AND ANALYSIS; ORGANIZATIONAL STRUCTURE; INFORMATION SYSTEMS

NTIS PB227254/AS ($8.25 HC., $1.45 MF.)

1-061 A Feasibility Study of the Impact of Manpower Placement and Training Programs on Low-Wage Industries and Occupations

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Contract 51-36-71-04
Project completed fiscal year 1972

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); LOW-WAGE INDUSTRIES; LOW-WAGE JOBS; LABOR MARKET BEHAVIOR; JOB PLACEMENT; EFFECTIVENESS OF PROGRAMS

NTIS PB206884

1-062* Impact of Manpower Training Program on Minorities and Women

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Herbert R. Northrup

Grant 21-42-73-20
Scheduled for completion spring 1974

Descriptors: MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; TRAINING EFFECTIVENESS AND IMPACT; ASSESSMENT OF APPLICANTS AND TRAINEES; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

The study assesses the impact of manpower training programs on minorities by race and sex. The researchers are examining the various types of programs to determine, for example, whether some had a more favorable impact on minorities than others, and whether they produced superior results for minorities and women than they had for the majority groups.

The researchers reviewed: (1) Available data and studies which have been made, including case studies, research and evaluation reports, and studies made by government agencies and other sources; and (2) all of the relevant program operating statistics.

1-063 Interorganizational Relations and Inner-City Manpower Programs

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Contract 81-34-69-16
Project completed fiscal year 1972

David J. Rogers and Roslyn Menzel
1972

Report Descriptors: SERVICE DELIVERY SYSTEMS; INTERAGENCY RELATIONS; INNER-CITY RESIDENTS

NTIS PB211085 ($6)

1-064 JOB ANALYSIS IN MANPOWER PROGRAMMING, RESEARCH, AND DEVELOPMENT: A REVIEW AND ANALYSIS

MANPOWER MANAGEMENT INSTITUTE
WASHINGTON, D.C.

Michael Wilson

Grant 21-11-73-40
Project completed fiscal year 1974

Descriptors: STATE-OF-THE-ART PAPERS; JOB ANALYSIS; JOB RESTRUCTURING; PERSONNEL ADMINISTRATION; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT

This project reviewed, synthesized, and analyzed the findings of completed and ongoing research and development projects, as well as the activities of ongoing programs sponsored by the Manpower Administration that are concerned with job analysis procedures and techniques. This information has been interpreted for its current and potential usefulness in such areas of concern to the Manpower Administration as job restructuring, career ladder development, training program development, job matching, and other activities related to human resources development and management.

The project consisted of four phases. Phase I was a review and analysis of relevant research and development reports and other literature, onsite visits, and personal interviews and correspondence with other researchers. Phase II involved the preparation of a first draft of the report. Phase III involved conducting a 1-day seminar of researchers and practitioners to refine the first draft of the report. Phase IV involved the preparation of the final report.

Four basic job analysis methodologies were described—the Department of Labor approach, the Upjohn Institute's Functional Job Analysis, the Health Services Mobility Study Methodology, and Purdue University's Position Analysis Questionnaire. The report dealt with four specific applications of job analysis data: job restructuring, education and training program development, qualifications examining, and performance evaluation.

One recommendation stemming from this study is that State employment service staff should be given more intensive training in job analysis and its applications in order to enhance their employer services capabilities.

JOB ANALYSIS FOR HUMAN RESOURCE MANAGEMENT: A REVIEW OF SELECTED RESEARCH AND DEVELOPMENT
January 1974
MA

1-065* LABOR MARKET ANALYSIS: A REVIEW AND ANALYSIS OF MANPOWER RESEARCH AND DEVELOPMENT

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Dr. Trevor Bain

Grant 21-36-74-19
Scheduled for completion winter 1975

Descriptors: STATE-OF-THE-ART PAPERS; LABOR MARKET INFORMATION; HIRING PRACTICES; LABOR FORCE; GEOGRAPHIC MOBILITY; JOB SEARCH; JOB PLACEMENT; OCCUPATIONAL MOBILITY

The project's purpose is to review, synthesize, and analyze the findings of completed and ongoing research and development work sponsored by the Manpower Administration, and related literature that has explored the operation of the labor market with respect to job search, selection, placement, labor market information, geographic and occupational mobility, wages, and special labor markets. The above information will be interpreted for its usefulness to the Department of Labor, other Government agencies, manpower planners and practitioners, elected officials, educators, employers, and unions.

The project will be divided into four phases. Phase I will review and analyze relevant research and development reports, and will involve interviews of researchers and potential users of the state-of-the-art report. Phase II will prepare a first draft of the report. Phase III will conduct a seminar for researchers and manpower program planners and practitioners. The first draft of the report will provide the agenda for this seminar. Phase IV will involve the preparation of the final state-of-the-art report, which will focus on the information generated by the literature and activities described above.

1-066* MANPOWER AND THE METROPOLIS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources

Grant 21-36-73-37
Scheduled for completion spring 1974

Descriptors: URBAN PROBLEMS; POPULATION; SUBURBAN LABOR MARKETS; INNER-CITY RESIDENTS; LOW-WAGE JOBS; MANPOWER ECONOMICS; HUMAN RESOURCES; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; CONFERENCES

This project focused on research concerning a wide range of manpower problems caused by the suburbanization of local economies and the labor market.

In a conference setting, participants delivered prepared papers for discussion by invited experts. Participants included scholars and researchers from universities and planning agencies, and representatives from government, industry, trade, and minority group organizations. These papers are to be assembled and edited for later publication.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-067* Manpower Research and the Formation of Manpower Policy

NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Dr. Sar A. Levitan

Contract 81-11-71-09 (formerly 81-09-66-31)
Scheduled for completion spring 1975

Descriptors: NATIONAL MANPOWER POLICY; NATIONAL MANPOWER POLICY TASK FORCE; IMPACT OF MANPOWER POLICIES; EFFECTIVENESS OF PROGRAMS; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT

The National Policy Task Force works closely with Government and the research community in reviewing current manpower developments and assessing them in relation to the need for new policies, programs, and research.

The Task Force, a group of independent manpower experts, meets six times annually. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, and administers an annual conference for recent recipients of dissertation grants as well as reviewing the completed dissertations.

One of this year's products, *The Emergency Employment Act: The PEP Generation*, edited by Sar A. Levitan and Robert Taggart III, reviewed national and local experience under the Emergency Employment Act of 1971 and found that there was wide variation in results from area to area, but that the program was generally effective in hiring the unemployed and underemployed to perform socially useful work.

Two policy statements were issued by the Task Force in fiscal 1974. *Adapting Labor Market Statistics to Policy Needs* recommends that a Presidential committee of labor market experts be convened to examine alternative labor market measures, particularly recent refinements in the subemployment concept; it also urges that increased labor market data be developed by the Bureau of Labor Statistics. *The Comprehensive Employment and Training Act: Opportunities and Challenges* recommends that: (1) Under the new manpower legislation resources are needed; (2) further decentralization and decategorization may be required; (3) a lower rate of unemployment must be achieved; and (4) emphasis must be given to the needs of the disadvantaged. Specific recommendations are made to Congress, the Department of Labor, the new Commission for National Manpower Policy, and State and local program sponsors.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES

April 1974

Report Descriptors: MANPOWER LEGISLATION; NATIONAL MANPOWER POLICY TASK FORCE; EFFECTIVENESS OF PROGRAMS; NATIONAL MANPOWER POLICY; UNEMPLOYMENT; DISADVANTAGED
Available from National Manpower Policy Task Force, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION

Sar A. Levitan and Robert Taggart III, Editors
1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; NATIONAL MANPOWER POLICY TASK FORCE; STATE AND LOCAL GOVERNMENT; INDIANS
Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah.

ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS

January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; INCOME; NATIONAL MANPOWER POLICY TASK FORCE; INFORMATION SYSTEMS; NATIONAL MANPOWER POLICY
Available from National Manpower Policy Task Force, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

SEX IN THE MARKETPLACE

Juanita M. Kreps
1971

Report Descriptors: WOMEN; SEX DIFFERENCES; MALE/FEMALE: EMPLOYMENT PATTERNS; OCCUPATIONAL STRUCTURE; SEX DISCRIMINATION; EMPLOYER ATTITUDES; INDUSTRY PRACTICES
Policy Studies in Employment and Welfare, No. 11, The Johns Hopkins University Press, Baltimore, Md. ($1.95).

THE POLITICS OF COMPREHENSIVE MANPOWER LEGISLATION

Roger H. Davidson
1972

Report Descriptors: MANPOWER LEGISLATION; NATIONAL MANPOWER POLICY; NATIONAL MANPOWER POLICY TASK FORCE; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
Policy Studies in Employment and Welfare, No. 15, The Johns Hopkins University Press, Baltimore, Md. ($2.50).

THE ROLE OF THE PRIVATE SECTOR IN MANPOWER DEVELOPMENT

Charles A. Myers
1971

Report Descriptors: MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; MANPOWER DEVELOPMENT; EMPLOYER MANPOWER PLANNING; INDUSTRY PRACTICES; PRIVATE INDUSTRY; MANPOWER UTILIZATION
Policy Studies in Employment and Welfare, No. 10, The Johns Hopkins University Press, Baltimore, Md. ($1.95).

FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS

June 1973

Report Descriptors: CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION
Available from National Manpower Policy Task Force, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE

Robert Taggart III
September 1972

Report Descriptors: CONFERENCES; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS

Available from National Manpower Policy Task Force, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

1-068* A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS AND TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Dr. Edward M. Glaser and Dr. Harvey Ross

Grant 92-06-72-27
Scheduled for completion summer 1974

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects. The grantee is also assisting a cooperating company in developing a structure that includes increased worker participation in work planning at a new facility.

1-068A* A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS

Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects.

Activities cover: (1) Preparation of a synthesis-analysis of what has been learned about the individualization of manpower programming for disadvantaged persons; (2) assistance to the California State Personnel Board in building into its Transitional Employment Experimental Model (TEEM) project the procedures and data collection on which to base the utilization of its findings; (3) assistance to the Training and Technology project in Oak Ridge, Tenn., in developing a regional utilization network in cooperation with the Atlanta regional office of the Manpower Administration and other R&D projects; and (4) preparation of materials for distribution to CETA sponsors based on Office of Manpower Research and Development project findings.

1-068B* A PROJECT TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

Descriptors: ORGANIZATIONAL ENVIRONMENT; WORK ROLES; WORKER PARTICIPATION IN MANAGEMENT; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; PRODUCTIVITY; JOB STRUCTURE; WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT

The grantee is to develop and test a structure that includes increased worker participation in work planning.

Working with officials of a cooperating company in developing participative management, the researchers will compare the outcome with the experience at another facility of the same company producing the same product in a conventional work structure.

IMPROVING THE QUALITY OF WORKLIFE...AND IN THE PROCESS, IMPROVING PRODUCTIVITY

Edward M. Glaser

Report Descriptors: PRODUCTIVITY; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL MANAGEMENT; SUPERVISION; WORK ENVIRONMENT; QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB STRUCTURE

NTIS PB236209/AS ($6.75 HC.)
ERIC ed 084361.

1-069* A STUDY OF RESEARCH AND DEVELOPMENT INFORMATION STORAGE AND RETRIEVAL REQUIREMENTS

E. F. SHELLEY & CO., INC.
WASHINGTON, D.C.

David Moses, Senior Systems Analyst

Contract 20-36-73-27
Scheduled for completion fall 1974

Descriptors: MANPOWER RESEARCH AND DEVELOPMENT STORAGE AND RETRIEVAL; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SYSTEMS DESIGN AND ANALYSIS; COMPUTER SYSTEMS

This project is exploring how the Manpower Administration's Office of Manpower Research and Development (OMRD) can establish a cost-effective computer-based storage and retrieval system for disseminating to potential users the body of information that flows from the OMRD program.

A subject classification system based on a thesaurus of manpower terms has been developed which provides for keywording individual OMRD projects and reports and their classification in the system and in the 1974 OMRD Projects Book subject index.

A file of OMRD project and report abstracts for 1972 to 1974 has been compiled to create an OMRD data base. The first application of the system has been to produce the 1974 Projects Book by automatic photocomposition through the use of Linotron, an automated phototypesetting system operated by the Government Printing Office.

The feasibility of expanding the system to generate various types of indexes and to provide a retrieval capability to meet OMRD's and users' prospective needs is also under investigation.

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

1-070 THE UNIVERSITY AND MANPOWER EDUCATIONAL SERVICES: AN EXPERIMENTAL AND DEMONSTRATION PROJECT

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Contract 82-46-67-15
Project completed fiscal year 1972

Report Descriptors: STAFF TRAINING; MANPOWER ECONOMICS COURSES; HUMAN RESOURCES; UNIVERSITIES AND COLLEGES; INTERAGENCY RELATIONS; TEXAS, HOUSTON

NTIS PB202116

GUIDELINES FOR THE DEVELOPMENT OF MANPOWER EDUCATIONAL SERVICES IN THE UNIVERSITY

Report Descriptors: STAFF TRAINING; MANPOWER ECONOMICS COURSES; HUMAN RESOURCES; UNIVERSITIES AND COLLEGES; INTERAGENCY RELATIONS; TEXAS, HOUSTON

NTIS PB206533

2. MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS

2A. ALCOHOLICS AND DRUG USERS

2-001* THE ADDICT AND EX-ADDICT: JOB FINDING EXPERIENCES AND PERFORMANCE IN EMPLOYMENT

MASSACHUSETTS ADVOCACY CENTER
BOSTON, MASS.

Dr. I. Ira Goldenberg

Grant 21-25-74-15
Scheduled for completion spring 1975

Descriptors: DRUG USERS; JOB SEARCH; JOB PERFORMANCE; NEW YORK, NEW YORK; MASSACHUSETTS, BOSTON

This project will analyze and assess the process by which drug-maintained addicts and drug-free ex-addicts gain access to employment and how they perform after being employed.

The investigator will: (1) Survey approximately 40 drug treatment programs in New York and Boston and collect data on program employment-related services and client employment-related experiences; (2) examine local employment prospects which affect groups with particular handicaps in several urban labor markets that are the setting for this study; and (3) obtain and analyze employer data from an independent study concerning the job performance experience of employed individuals having an addiction history.

2-002 EMPLOYMENT AND ADDICTION: PERSPECTIVES ON EXISTING BUSINESS AND TREATMENT PRACTICES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 92-25-71-05
Project completed fiscal year 1973

Dr. I. Ira Goldenberg
August 1972

Report Descriptors: DRUG USERS; HIRING PRACTICES

NTIS PB211650 ($6)
MA

2-003 MANPOWER DEMONSTRATION PROJECT FOR CONTROL AND PREVENTION OF DRUG ABUSE

JOB CORPS HEALTH UNIT, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Dr. David Kraft

Contract 82-11-71-14
Project completed fiscal year 1974

Descriptors: JOB CORPS; DRUG USERS; MODELS; REHABILITATION; YOUTH; INTERSYSTEM LINKAGES; STAFF TRAINING; CALIFORNIA, SAN JOSE

This project explored the feasibility of and potential for operating model drug prevention and treatment programs at three residential manpower centers.

Each center developed a program which included the following components: (1) Drug program identification mechanism; (2) in-center drug misuse control program; (3) drug education staff training; (4) community linkages; and (5) evaluation.

The final report details the San Jose residential center Demonstration Drug Program (DDP), which built on the earlier experiences of DDP centers in Washington and Jersey City. The project demonstrated a significant reduction in drug use among program participants in an evaluation study included in the final report. Additionally, the San Jose DDP report will be refined for publication of a subsequent Job Corps handbook for drug abuse prevention in youth residential centers.

SAN JOSE RESIDENTIAL MANPOWER CENTER DEMONSTRATION DRUG PROJECT
MA LIMITED COPIES AVAILABLE

2-004* RETAINING PROBLEM DRINKERS ON THE JOB

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. Wallace Mandell and Dr. Carl Schramm, School of Hygiene and Public Health

Grant 21-24-73-23
Scheduled for completion fall 1975

Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE; MARYLAND, BALTIMORE

The primary purpose of this project is to develop a model system of linkages among management, labor, treatment resources, and health insurers in a community for the early identification, treatment, and retention of problem drinkers on the job. The study will also develop work performance criteria to permit an evaluation of the costs, effectiveness, and suitability of treatment for different types of workers. It will further develop data on how various treatment process events contribute to changes in abusive drinking behavior, as well as data for

---

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

a large pool of workers so that the relation of work characteristics to deviant drinking can be studied. If the approach is proven feasible and cost effective, community resources may be persuaded to accept continuing responsibility for financial support. The importance of the approach is that it offers an alternative in labor-management grievance procedures to firing of employed problem drinkers.

With the aid of the associated unions, large companies and government agencies in the Baltimore area are identifying and referring problem drinkers for diagnosis and treatment at a center operated by the project. A labor-management liaison project component is recording contacts with employers, unions, and other community resources to determine the best ways to construct an effective cooperative treatment program. Researchers are surveying employment records, administering questionnaires to supervisors and to clients at intake and before termination from treatment, and analyzing resultant data to obtain insight on possible industrial causes for alcohol abuse and on treatment program impact.

2B. APPRENTICESHIP

2-005 ACCELERATED FIRST YEAR ON-THE-JOB TRAINING (OJT) PROGRAM FOR PRECISION MACHINIST APPRENTICE

NATIONAL TOOL, DIE AND PRECISION MACHINING ASSOCIATION
WASHINGTON, D.C.

William E. Hardman and Norton R. Munn

Contract 82-11-72-11
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; MACHINISTS; ON-THE-JOB TRAINING (OJT); PROGRAMMED INSTRUCTION; TOOL AND DIE; CRAFTSMEN; JOB ANALYSIS

The objectives of this project were to develop and assess an on-the-job training (OJT) model for first-year apprentices in the tool, die and precision machining industry. The thrust of the effort involved testing the efficacy of a training system based on the apprentice's own pace of learning to perform specific tasks rather than on the conventional time-frame associated with apprentice training.

Existing apprenticeship standards were examined and task analyses conducted to determine actual job requirements and to set up the necessary training system. The resulting system was tested on two groups of 60 trainees, one of which represented the experimental subjects and the other served as a comparison group.

Apprentices trained in a programmatic manner achieve the desired first-year level of knowledge and skills in a shorter time than apprentices in other apprenticeship programs. Moreover, the machine/hours standard now used to measure apprentices' progress is not a valid indicator of skill acquisition, the study reports.

A STUDY OF ACCELERATED ON-THE-JOB TRAINING PROGRAM FOR THE FIRST YEAR OF ON-THE-JOB TRAINING FOR THE PRECISION MACHINIST APPRENTICE
December 1973
MA

2-006 A COMPARISON OF UNION CONSTRUCTION WORKERS WHO HAVE ACHIEVED JOURNEYMAN STATUS THROUGH APPRENTICESHIP AND OTHER MEANS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Contract 82-48-71-18
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP OUTREACH PROGRAMS; APPRENTICESHIP; CONSTRUCTION INDUSTRY; JOURNEYMEN; MINORITIES; SUPERVISION; UNION ENTRY

This study sought to find out how completing an apprenticeship affects the employment of construction craftsmen, and how informally trained journeymen learn their trade and enter union membership. Six trades were studied: bricklayers, carpenters, electrical workers, ironworkers, plumbers and pipefitters, and sheetmetal workers.

The feasibility of obtaining the necessary information was tested in Atlanta, Austin, and New York, and the study was then expanded to Columbus (Ohio), Houston, Chicago, Jackson (Miss.), Oakland, and San Francisco. Union officials, employer representatives, and other knowledgeable persons were asked about the requirements for entry into the union through apprenticeship and other routes (including transfers from other locals and direct admission), and requirements for the issuance of temporary work permits. In the six cities covered in the expanded study, about 1,200 active journeymen were interviewed for information on how they entered the union, and union records of employer payments for pension and health and welfare benefits were used to compare annual hours of work for men entering through apprenticeship with those for other journeymen. Finally, selected employers were asked how their supervisors had acquired their training.

The advantages of apprenticeship were apparent in the findings. Apprentice graduates worked more hours, became journeymen faster, and were more likely to become supervisors and to acquire supervisory status faster.

Forty-nine percent of the journeymen interviewed had entered the union through apprenticeship. Most of the informally trained men either picked up the trade as laborers or helpers, or worked on a permit in the union before gaining membership, or became members when the open shop in which they were employed was organized. Other sources of training included public and private vocational schools, related industrial experience, the military, and, for a few men, government training programs.

In comparison with other journeymen, the apprentice-trained were much younger (about 37 vs. 46 on the average), better educated, and more likely to have had friends and relatives in the trade when they entered it.

Apprenticeship became important as an entry route for all trades during the 1950's, but thereafter continued to grow as a source of journeymen only for the sheetmetal workers and the ironworkers. At the time of the interviews in 1972-73, the proportion of journeymen who were apprenticeship graduates ranged from 22 percent of the ironworkers to 61 percent of the bricklayers, plumbers, and pipefitters.

Local union policies concerning admission— whether to apprenticeship or to journeyman status—resembled each other more within a given international union than within a given city. However, significant variation was found within unions and even within a given local. Although there are patterns for each of the trades, there is a large degree of flexibility within these patterns. Admission requirements (covering such matters as age, education, experience, tests, vouchers from members or employers, approval by membership vote, and initiation and other fees) were generally most stringent for plumbers and pipefitters, followed by electrical workers, sheetmetal workers, ironworkers, carpenters, and bricklayers. Apprenticeship requirements were more stringent and more uniform than the standards for direct admission as journeymen. Policies on granting work permits (to nonunion men as well as travelers from other locals), transfers from other locals, and admitting nonunion journeymen directly seemed to vary with the tightness of the labor market and the presence of nonunion competition. The system was sufficiently flexible, the researchers concluded, that supplies of craftsmen were able to adapt fairly readily to fluctuating demand.

Major findings regarding minority participation in construction were: (1) Minorities represent an increased proportion of construction craftsmen—6 percent of craftsmen admitted before 1950 were from minorities compared with 14 percent of those admitted between 1960 and 1972; (2) more minorities than whites have entered their crafts through nonapprentice routes; (3) minorities are less likely than whites to have friends and relatives in the trades, but, once in the trade, minorities tend to "institutionalize" the entry of minority craftsmen through referring their friends and relatives; and (4) minorities who come through nonapprenticeship routes are more likely than whites to have some formal training before entering the trades.

The researchers pointed out that if demand could be regularized, the increased demand for well-trained craftsmen should be met by expanding and improving apprenticeship and upgrading programs for journeymen. Noting the increasing rate at which minorities are entering apprenticeship, primarily through apprenticeship outreach programs, the authors advocated that the outreach concept be extended to journeymen. They also called for the establishment of a union-management-public board in each craft to adopt uniform standards for journeymen and to approve local deviations from those standards, and the right of appeal for individuals who think they are unjustly denied admission.

F. Ray Marshall, William S. Franklin, and Robert W. Glover
December 1973

NTIS PB229937/AS ($6.50 HC., $1.45 MF.)

2-007* DUAL ENROLLMENT AS AN OPERATING ENGINEER APPRENTICE AND AN ASSOCIATE OF SCIENCE IN ENGINEERING

NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR OPERATING ENGINEERS
WASHINGTON, D.C.

Reese Hammond, Director, Department of Research and Education, International Union of Operating Engineers

Grant 21-11-73-12
Scheduled for completion fall 1975

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; UNIVERSITIES AND COLLEGES; OPERATING ENGINEERS; UNION MANPOWER PRACTICES; ON-THE-JOB TRAINING (OJT)

The feasibility of combining on-the-job training with study at a 2-year college is being tested in this dual enrollment program. Each enrollee in the program has both career and vocational opportunity options available. The program is designed to enhance the apprentices' chances for promotion within the construction industry, and to equip them, if they wish to change careers in the future, with an Associate in Science degree that is applicable toward a higher degree.

A 3-year longitudinal assessment of the project's participants and the program structure will be conducted to determine the impact of the program on the industry. Cooperating 2-year colleges will be selected for the project; a model dual enrollment curriculum will be prepared; and an industry advisory committee will be formed to assist in the direction and operation of the program.

2-008 IMPROVING APPRENTICESHIP: A PILOT STUDY OF EMPLOYER AND UNION REACTIONS TO FOREIGN TRAINING PRACTICES

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Dr. Myron Roomkin, Graduate School of Business

Contract 82-17-71-40
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; FOREIGN MANPOWER POLICY; EMPLOYER ATTITUDES; UNION ATTITUDES

The objectives of this study were to review information on foreign apprenticeship practices, identify those that appeared suitable for use in this country, and determine the reactions of employers and unions to the suggested changes.

To determine the feasibility of adopting those changes which might represent improvements upon existing procedures, the reactions of unions and employers were solicited through mail questionnaires and interviews in the Chicago SMSA. Data on employers were collected from a sample of 1,000 firms selected at random and a

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

second sample of 250 firms that have sponsored apprenticeship programs.

The reactions of unions and employers to the various innovations suggested in the literature differed substantially. The unions generally held that while some improvements in apprentice training were desirable, the system did not need dramatic reform. Among improvements acceptable to them were changes in the referral system, better training facilities, and the modernization of the curricula.

Employers generally were receptive to the following proposals, some of which were more favored than others: (1) Improved high school vocational education; (2) reorganized instruction by stages to train specialists; (3) a five to ten percent subsidy of apprentice wage costs during the first 2 years of training; (4) creation of a skill training center; (5) stipends to apprentices; and (6) research to shorten the duration of the program.

The study recommended that the Department of Labor, along with other agencies of government, establish a national technical assistance and research program comparable to the consulting agencies developed in Britain and Germany so as to enhance improvement of our apprenticeship system.
August 1973

NTIS PB222830 ($4.25 HC., $1.45 MF.)

2-009 Improving Performance in Technical and Apprentice Training

DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

Dr. Arthur E. Oriel

Contract 82-17-71-48
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; PROGRAMMED INSTRUCTION; TOOL AND DIE; TECHNICAL TRAINING; MACHINISTS; CRAFTSMEN; TESTING; RELATED INSTRUCTION; JOB ANALYSIS

By using modern training technology, this study sought to demonstrate that an effective first-year apprentice training program could be developed in which performance is the primary criterion of success, and training time is allowed to vary with individual capability.

Self-paced, task achievement oriented materials covering the tasks normally taught during an apprentice's first year of training were developed and tested. The shop and related instructional materials were based on job task analysis and consisted largely of training modules.

The apprentices trained in the project completed a full year of related instruction in an average of 61 hours compared to the 144-hour program which is standard for first year apprentices. Moreover, the experimental group scored 30 percent higher on a related instruction final examination than a comparison group that had received an average of 187 hours of related instruction. Furthermore, the quality of shop performance of the experimental group with less than 40 hours of training was higher on four basic machine tools than the comparison group that had received nearly 1,200 hours of shop training.

The investigation recommended the promulgation of apprentice and journeyman standards under which measured performance is the primary criterion of movement through training and the attainment of journeymen status. Time in apprenticeship should be allowed to vary as necessary to achieve the required skills. Further development of the procedures underlying this project is being undertaken by Michigan State University.
March 1974

NTIS PB231241/AS ($6 HC., $1.45 MF.)

2-009A A Pilot Study for the Evaluation of Procedures for the Construction of Performance Measures in the Skilled Trades and Technical Occupations

Descriptors: APPRENTICESHIP; MACHINISTS; JOURNEYMEN; TESTING; DISCRIMINATION; JOB ANALYSIS; BLACK/WHITE

Through a subcontract with Michigan State University, this project is developing a performance type proficiency test for the metal trades which can be used to measure the effectiveness of training or to select workers with minimal discrimination because of education or cultural background. The experience gained during test development will be used to provide a model for test development for other skilled trade occupations.

Test items will be based on the job analysis provided by the main project. Importance, frequency of occurence, and difficulty will be considered; items will be grouped into subscales by job experts. Reliability and stability of scores among raters and over time will be examined. Differences in scores between white and minority apprentices and journeymen will be compared to those obtained on conventional paper and pencil proficiency tests.

2-010 Improving the Retention Rate of Indentured Apprentices Placed by Apprenticeship Outreach Programs

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 82-25-71-36
Project completed fiscal year 1973

Dr. Dennis A. Derryck
May 1973

Report Descriptors: DROPOUTS; APPRENTICESHIP RETENTION; APPRENTICESHIP OUTREACH PROGRAMS

NTIS PB221245

2-011 Innovations in Apprenticeship

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 82-55-71-31
Project completed fiscal year 1972

Dr. Gerald G. Somers
October 1972

Report Descriptors: APPRENTICESHIP; TRAINING CENTERS; FOREIGN MANPOWER POLICY; FEASIBILITY STUDY; CRAFTSMEN

NTIS PB213555

2-012* Pilot Study of the Apprenticeship System

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Donald Bullock

Contract 20-49-74-03
Scheduled for completion fall 1974

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; PILOT STUDY; ON-THE-JOB TRAINING (OJT)

This study is designed to determine the feasibility of collecting, on a national basis, detailed information on the apprenticeship system. Limited to two States, the study seeks information on: (1) The administration of the apprenticeship program; (2) OJT and related instruction techniques; (3) characteristics of participants and employers; and (4) program aspects which represent innovative activities and developments.

Data will be collected from 60 programs representing various trades and areas stratified by program type and size. Included will be mail and personal interviews of national, regional, State, and local administrative staff; joint apprenticeship committee members; instructors; union officials; employers; journeymen; and apprentices. Indepth case studies of six to eight of the programs will also be undertaken.

2-013 Report of a Conference on Apprenticeship Training and Suggestions for a Model Apprenticeship System for the 1970's

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Felician F. Foltman, Department of Manpower Studies

Grant 21-36-73-39
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; CONFERENCES; ON-THE-JOB TRAINING (OJT); CRAFTSMEN; RELATED INSTRUCTION

The purpose of this grant was to convene a 3-day conference to provide a forum for reviewing apprenticeship research results and to elicit policy implications for improving the apprenticeship system.

Papers by selected researchers in apprenticeship and individuals with operational responsibilities for apprenticeship programs were presented and discussed. Interviews with key figures in apprenticeship training were conducted after the conference to assess the merits of proposed programmatic changes presented at the conference.

The report concludes that apprentice training serves an important function in the Nation's total manpower training system. Specific changes in apprentice training were suggested in order to make apprenticeship even more appropriate for future needs.

The basic recommendation is that labor and management should continue to bear major responsibility for the conduct of the program with additional technical service support to be available from the Bureau of Apprenticeship and Training.

NTIS PB236231/AS ($6.50 HC.)

2-014 The Role of Related Instruction in Apprenticeship Training (A Pilot Study)

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz, Department of Economics

Contract 82-25-71-21
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; CRAFTSMEN; MACHINISTS; OPERATING ENGINEERS; ELECTRICIANS; ON-THE-JOB TRAINING (OJT)

Three skilled trades in the Boston area—machinist, electrician, and operating engineer—were analyzed to determine the role of related instruction in apprenticeship. The premise under examination was that related instruction has multiple roles, varying by trade and by the particular objectives of different sponsors.

Personal interviews and mail questionnaires were used to collect information from apprentices, journeymen, apprentice coordinators, and others. The survey instruments were designed to provide data estimating the impact of related instruction on individual job performance. This impact was measured by hours worked and foremen's evaluations.

The study found that, in addition to equipping apprentices with technical knowledge and manipulative skills, related instruction also provided the background necessary for promotion; substituted for that on-the-job training (OJT) which is difficult or expensive to provide at work; contributed to the apprentice's acceptance as a competent craftsman; contributed to his own self-confidence in his skill by enabling him to identify with the trade and with fellow journeymen; and reviewed material of prior school work.

The researchers recommended that approval of apprenticeship program registrations be based on the consistency between the stated objectives of the program and the related instruction curriculum. Such considerations are desirable since common objectives among apprentice programs do not exist. Also recommended was greater coordination between related instruction and OJT.

Dr. Steven M. Swanson, Dr. Irwin L. Herrnstadt, and Dr. Morris A. Horowitz
December 1973

NTIS PB229261/AS ($4.75)

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-015 WOMEN IN WISCONSIN APPRENTICESHIP

STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Charles Nye

Grant 92-53-70-17
Project completed fiscal year 1974

Descriptors: SEX DISCRIMINATION; VOCATIONAL GUIDANCE; VOCATIONAL TRAINING; APPRENTICESHIP; APPRENTICESHIP RETENTION; FILMS; VOCATIONAL EDUCATION; WOMEN'S OCCUPATIONS; WOMEN; WISCONSIN

This project demonstrated ways in which obstacles to the employment of women workers could be isolated, analyzed, and minimized.

Public education, advocacy, and direct intervention were used to expose the myths about "women's work" and to change attitudes of employers, unions, public school officials, the employment service, and the State apprenticeship staff who are responsible for sex stereotyping and the agency relegation of women to low-paying jobs. In the final year, the project staff conducted surveys of employers and apprentices to gain further insights into the reasons why women enter and drop out of apprenticeship, and the motivation and attitudes of employers in hiring and training women.

The most persistent barrier was the reluctance of women to apply for apprenticeship openings. Transportation difficulties and low wages were also barriers. Twenty-six percent of the dropouts said they would have continued if someone had encouraged them. During the course of the project there was no dramatic increase in the total number of female apprentices, due in part to a downturn in the economy. There was a significicent shift from the three predominantly female trades to involvement in some 50 trades.

Sponsorship of apprenticeship outreach function for women, active enforcement of equal opportunity laws, reassessment of so-called women's jobs, schools opening technical apprenticeship classes to girls, and waiving contract clauses which exclude women from apprenticeship application were recommendations resulting from this study.

WOMEN IN APPRENTICESHIP—WHY NOT?

Charles Nye and Patricia Mapp
August 1973

NTIS PB227727/AS ($6 HC., $1.45 MF.)
GPO MANPOWER RESEARCH MONOGRAPH NO. 33 (1974) ($.75)

2C. ENGINEERS

2-016 AEROSPACE EMPLOYMENT PROJECT: FINDING NEW CAREERS IN LOCAL GOVERNMENT FOR UNEMPLOYED ENGINEERS AND SCIENTISTS

LEAGUE OF CITIES—CONFERENCE OF MAYORS, INC.
WASHINGTON, D.C.

Contract 82-11-71-22
Project completed fiscal year 1973

ADAPTING PROFESSIONAL MANPOWER FROM AEROSPACE TO URBAN GOVERNMENT: FINAL REPORT, AEROSPACE ORIENTATION PROGRAM

William L. C. Wheaton, Warren W. Jones, and Warren H. Fox
August 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; LAYOFFS; STATE AND LOCAL GOVERNMENT; ORIENTATION

NTIS PB221622 ($13.50)

PROJECT ADAPT: REPORT NO. 2 (FINAL): REVIEW AND ASSESSMENT OF POST-ORIENTATION CAREERS OF ADAPT PARTICIPANTS: AN ELEMENT OF THE NLC/USCM JOINT AEROSPACE EMPLOYMENT PROJECT

Francis Ventre and Larry N. Sullivan
May 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; LAYOFFS; STATE AND LOCAL GOVERNMENT; ORIENTATION; REEMPLOYMENT ASSISTANCE; JOB SEARCH; SELF-HELP FOR JOBSEEKERS

NTIS PB232204/AS ($6 HC., $1.45 MF.)

AEROSPACE EMPLOYMENT PROJECT—FINAL REPORT

Michael A. DiNunzio
August 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; LAYOFFS; STATE AND LOCAL GOVERNMENT; ORIENTATION

NTIS PB213670 ($6.75)

2-017 AIAA EMPLOYMENT WORKSHOPS

AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
NEW YORK, N.Y.

Contract 82-36-71-01
Project completed fiscal year 1972

AIAA EMPLOYMENT WORKSHOPS

VOL. 1, FINAL REPORT

Geoffrey Potter
January 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; LAYOFFS; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE

NTIS PB209366 ($3)

VOL. 2, ANALYTIC REPORT

Leonard Smith, Information Science Incorporated
January 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; LAYOFFS; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE

NTIS PB209367 ($3)

VOL. 3, WORKSHOP HANDBOOK

Geoffrey Potter
January 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; LAYOFFS; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; HANDBOOKS

Possibly available from American Institute of Aeronautics and Astronautics, 1290 Avenue of the Americas, New York, N.Y. 10019.

2-018 AN ANALYSIS OF REEMPLOYMENT AND UNEMPLOYMENT OF ENGINEERS LAID OFF FROM NASA AEROSPACE CONTRACTS BETWEEN JUNE 1968 AND OCTOBER 1970

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Contracts 82-11-71-30 and 20-25-73-03
Project completed fiscal year 1972

Thomas D. Brown
November 1972

Report Descriptors: ENGINEERS; UNEMPLOYMENT; LAYOFFS; OLDER WORKERS; TRANSFERABILITY OF SKILLS; AEROSPACE INDUSTRY

NTIS PB213761 ($3)

2-019 THE EFFECTS OF UNEMPLOYMENT ON ENGINEERING CAREERS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-25-72-10
Project completed fiscal year 1972

Paul H. Thompson
November 1972

Report Descriptors: ENGINEERS; CAREER PATTERNS; UNEMPLOYMENT; LAYOFFS

2-020 LABOR MARKET EXPERIENCE FOR ENGINEERS DURING PERIODS OF CHANGING DEMAND

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Dr. Trevor Bain

Grant 21-36-73-30
Project completed fiscal year 1974

Descriptors: ENGINEERS; SCIENTISTS; TECHNICIANS; MANPOWER PROJECTIONS; JOB SEARCH; LABOR MARKET INFORMATION; STATE-OF-THE-ART PAPERS; LABOR MARKET BEHAVIOR; MANPOWER NEEDS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

This project reviewed, analyzed, and synthesized: (1) Completed and ongoing research and development work sponsored mainly, but not exclusively, by the Manpower Administration; (2) selected operating programs; and (3) other relevant literature concerned with the demand for and supply of engineering, scientific, and technical manpower.

The project was divided into four phases. Phase I consisted of a review and analysis of relevant research and development reports and other literature, and interviews with researchers and potential users of the finished product. Phase II involved the preparation of a first draft of the report. Phase III was a 1-day seminar for researchers and manpower practitioners. Phase IV involved the preparation of the final report.

The report presents the consensus of years of accumulated study by several researchers, as well as the principal investigator's own synthesis of that experience. Among the major findings are: (1) The demand for engineers is largely filled through local labor markets rather than through efforts of national job banks; (2) engineers are reluctant to move and do not show higher geographical mobility than other high talent professionals; (3) those unemployed as a result of aerospace cutbacks and decreases in defense spending most often turn to informal sources of job information in their immediate geographic areas; and (4) companies prefer to recruit engineers through informal leads in their immediate areas, since this reduces hiring costs and provides a better worker-job match.

A major recommendation of the study is that the unemployment problems of engineers and other high talent manpower should be tackled at the local level. Federal attention and projects to aid displaced engineers are best focused at the local level where pockets of high unemployment may persist, despite low national levels.
November 1973

Report Descriptors: ENGINEERS; SCIENTISTS; TECHNICIANS; MANPOWER PROJECTIONS; LABOR MARKET BEHAVIOR; JOB SEARCH; STATE-OF-THE-ART PAPERS; MANPOWER NEEDS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; STATE-OF-THE-ART PAPERS

NTIS PB227220/AS ($4.75)

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

GPO MANPOWER RESEARCH MONOGRAPH NO. 35 ($1.05)

2D. HOUSEHOLD WORKERS

2-021 HOMEMAKER SERVICE DEMONSTRATION TRAINING PROJECT

KANSAS STATE UNIVERSITY
MANHATTAN, KAN.

Contract 82-18-68-31
Project completed fiscal year 1972

Dr. Richard L. D. Morse
August 1971

Report Descriptors: HOUSEHOLD WORKERS; DISADVANTAGED; MINORITIES; INSTITUTIONAL CHANGE; WOMEN

NTIS PB199473

2-022 HOMEMAKER TRAINING PROJECT

THE WOMEN'S SERVICE CLUB OF BOSTON, INC.
BOSTON, MASS.

Contract 82-23-68-27
Project completed fiscal year 1972

FINAL REPORT FOR "HOMEMAKER TRAINING PROJECT"

Doris O. Howard
September 1971

Report Descriptors: HOUSEHOLD WORKERS; DISADVANTAGED; MINORITIES; INSTITUTIONAL CHANGE; WOMEN

2-023 HOUSEHOLD SERVICE ORGANIZATION DEVELOPMENT PROJECT

HOUSEHOLD TECHNICIANS OF WESTERN PENNSYLVANIA, INC.
PITTSBURGH, PA.

Contract 82-40-70-20
Project completed fiscal year 1972

Stanley T. Bobnes
October 1971

Report Descriptors: HOUSEHOLD WORKERS; DISADVANTAGED; MINORITIES; INSTITUTIONAL CHANGE, WOMEN
MA

2-024 NATIONAL PILOT PROGRAM ON HOUSEHOLD EMPLOYMENT

NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT
WASHINGTON, D.C.

Contract 82-34-66-18
Project completed fiscal year 1972

NATIONAL PILOT PROGRAM ON HOUSEHOLD EMPLOYMENT: FINAL REPORT OF THE EXPERIMENTAL AND DEMONSTRATION PROJECTS

Report Descriptors: HOUSEHOLD WORKERS; UPGRADING; SUPPORTIVE SERVICES

NTIS PB203790

2-025 PROJECT SURGE (SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT)

WASHINGTON (D.C.) URBAN LEAGUE, INC.
WASHINGTON, D.C.

Contract 82-09-68-30
Project completed fiscal year 1972

Samuel K. Frazier
September 1971

Report Descriptors: HOUSEHOLD WORKERS; DISADVANTAGED; MINORITIES; INSTITUTIONAL CHANGE; WOMEN; SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT (SURGE)

NTIS PB199103

2E. PRISONERS, OFFENDERS, AND EX-OFFENDERS

2-026 AN ASSESSMENT OF THE MANPOWER EFFORT IN THE CRIMINAL JUSTICE AND CORRECTIONAL SETTING

CRIMINAL JUSTICE RESEARCH, INC.
CAMBRIDGE, MASS.

Grant 92-25-72-18
Project completed fiscal year 1973

THE FIRST DECADE OF EXPERIENCE: A SYNTHESIS OF MANPOWER R&D PROJECTS IN CRIMINAL JUSTICE AND CORRECTIONS (1963-1973)

Dr. Roberta Rovner-Pieczenik
July 1973

Report Descriptors: CORRECTIONS; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT

NTIS PB220081
MA

GPO MANPOWER RESEARCH MONOGRAPH NO. 28 STOCK NUMBER 2900-00187 ($1.45)

2-027 THE CLOSED DOOR: THE EFFECT OF A CRIMINAL RECORD ON EMPLOYMENT WITH STATE AND LOCAL PUBLIC AGENCIES

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Contract 81-09-70-02
Project completed fiscal year 1972

Herbert S. Miller
February 1972

Report Descriptors: CORRECTIONS; GOVERNMENT POLICIES; CIVIL SERVICE SYSTEM; HIRING PRACTICES; STATE AND LOCAL GOVERNMENT

NTIS PB207680 ($6.75)

2-028* THE COMMUNITY INTEGRATION PROGRAM: INNOVATION TOWARD ALTERNATIVES TO INCARCERATION

NATIONAL COUNCIL ON CRIME AND DELINQUENCY
WASHINGTON, D.C.

Ann Parker

Grant 92-11-72-32
Scheduled for completion winter 1975

Descriptors: CORRECTIONS; INTERSYSTEM LINKAGES

This study will provide information about the establishment of community-based correctional programs.

A handbook, describing in detail how to develop and operate a community-based correctional program and built on experience with operating such programs, is being prepared to guide developers.

2-029* DEVELOPMENT OF A MODEL ASSESSMENT AND CLASSIFICATION SYSTEM FOR CORRECTIONAL INSTITUTIONS

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Dr. Lowell W. Hellervik

Grant 21-27-73-09
Scheduled for completion summer 1974

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEE; WOMEN; MEN; VOCATIONAL TRAINING; TESTING; CORRECTIONS

This project is developing a model assessment and classification system for male and female adult correctional institutions to: (1) Improve decisions on assignments to vocational training programs; and (2) achieve a better match between offenders and their jobs after release.

The project will include intensive examinations of 10 correctional institutions plus an audit of inmate occupational skills and interests at one correctional institution.

2-030* EXPANSION OF PRE-TRIAL INTERVENTION PROGRAMS

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Arnold Hopkins

Grant 21-11-73-32
Scheduled for completion fall 1975

Descriptors: PRE-TRIAL INTERVENTION; CORRECTIONS

The purpose of this grant is to stimulate wider adoption of pre-trial intervention programs, using local resources, based on findings, recommendations, and experiences of U.S. Department of Labor efforts in this area.

Approximately 15 cities were selected on the basis of need, receptivity, and potential resources for the organization of 6 to 10 pre-trial intervention programs, relying on the resources of local budgets, foundations, and other grant-in-aid sources.

The project acted to: (1) Communicate the values of the program to prosecutors, courts, and social service agencies; (2) explain the practical details of implementation, including safeguards to protect the public interest; and (3) provide handbooks, problem analyses, alternative approaches and demonstration results.

Eight cities have been organized to start pre-trial intervention programs during the first phase.

Technical assistance was welcomed from the project and has proved effective.

LEGAL ISSUES AND CHARACTERISTICS OF PRE-TRIAL INTERVENTION PROGRAMS
Michael Biel
April 1974
Report Descriptors: PRE-TRIAL INTERVENTION; CORRECTIONS; HANDBOOKS
Available from National Pre-Trial Intervention Service Center, 1705 DeSales St., N.W., Washington, D.C. 20036.

DIRECTORY OF PRE-TRIAL PLANNING AND ACTION PROGRAMS
April 1974
Report Descriptors: PRE-TRIAL INTERVENTION; CORRECTIONS
Available from National Pre-Trial Intervention Service Center, 1705 DeSales St., N.W., Washington, D.C. 20036.

DESCRIPTIVE PROFILES ON SELECTED PRE-TRIAL CRIMINAL JUSTICE INTERVENTION PROGRAMS
April 1974

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Report Descriptors: PRE-TRIAL INTERVENTION; CORRECTIONS

Available from National Pre-Trial Intervention Service Center, 1705 DeSales St., N.W., Washington, D.C. 20036.

2-031* THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

REHABILITATION RESEARCH FOUNDATION
MONTGOMERY, ALA.

Dr. John M. McKee and Dr. Michael A. Milan

Grant 21-01-73-38 (formerly Contracts 82-01-69-06, 82-01-67-36, and 82-01-07)
Scheduled for completion winter 1975

Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; INDIVIDUALIZED INSTRUCTION; BONDING ASSISTANCE; EMPLOYMENT SERVICE STAFF; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; MOBILITY ASSISTANCE

Formerly located in the Draper Correctional Center, a State prison, and now operating principally in the Alabama Industrial School at Mt. Meigs, Ala. (both outside Montgomery, Ala.), the Experimental Manpower Laboratory for Corrections (EMLC) is staffed mainly by persons who originally conducted the Draper Project, a 3-year experimental and demonstration prisoner training project. The laboratory is building on the knowledge gained from the Draper Project, conducting experimental studies to measure the impact of given types of programming, and clarifying further problems that impede rehabilitation. The laboratory develops and tests new program intervention strategies which appear effective in increasing a trainee-prisoner's ability to meet the demands of a "free world."

The laboratory is experimenting with the token economy approach as a means for reinforcing desirable social traits among trainees and is using behavior modification techniques to train correctional officers as change agents in the rehabilitation process. The laboratory also acted as a central resource unit for the experimental and demonstration bonding program in the various prisoner training projects throughout the country, and this effort helped to pave the way for a smooth transition from a group of experimental projects to the Labor Department's Federal Bonding Program, now operating on a nationwide basis through more than 2,200 public employment service offices.

The EMLC started its fourth phase of operation in March 1973, completing the token economy and correctional officer projects, as well as longitudinal studies of inmate-trainees, at the Draper Correctional Center. The EMLC will implement and test the "Draper Model" of behavior modification at a juvenile corrections facility (Mt. Meigs) and will test the feasibility of a community assistance model for released prisoners, in cooperation with the University of Alabama at Tuscaloosa.

The principal findings of the laboratory have been reported in numerous documents, monographs, reports, research briefs, and articles in professional journals, as well as at various conferences and meetings. Its primary medium of dissemination is a bimonthly newsletter, *Pacesetter*, which includes summaries of its own work, of other Manpower Administration efforts, and of work in the corrections field in general. This is distributed to over 3,000 people in the corrections and rehabilitation field. A companion piece, *Intervene*, is published bimonthly, primarily as a house organ for the Draper Center correctional staff and prisoners, in an attempt to involve the prisoners with the prison and MDTA training staff.

It has conducted a number of studies, among which are those determining: (1) The employment barriers that face ex-offenders in various industries; (2) the usefulness of labor mobility and bonding assistance upon release; and (3) the perceptions of prisoners, correctional officers, MDTA instructors, and employment service personnel about MDTA prisoner training programs conducted in the Draper Correctional Center.

In delivering training programs for inmates, the EMLC developed and manualized an Individually Prescribed Instruction (IPI) System for the delivery of basic education. This has since been installed in the prison system of Georgia, in numerous individual places, and is the basis of a project which is extending it to vocational education (see Project 82-25-71-10). Also developed and now ready for export is an Individualized Reading Instruction System (IRIS) designed to begin with total illiterates and go through grade 12.

Information on activities and accomplishments are contained in the periodic reports of the Experimental Manpower Laboratory for Corrections. A partial listing of publications appears in the Phase II report; the full listing and copies of reports can be obtained by writing the Experimental Manpower Laboratory for Corrections, Rehabilitation Research Foundation, P.O. Box 3587, Montgomery, Ala. 36109.

THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS: SUMMARY REPORT ON PHASE ONE: SEPTEMBER 1, 1968 TO MARCH 1, 1970

Dr. John M. McKee
March 1970

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; BONDING ASSISTANCE; MOBILITY ASSISTANCE

NTIS PB211729 ($3.75)

THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS, FINAL REPORT ON PHASE TWO, MARCH 1, 1970 TO AUGUST 31, 1971

Dr. John M. McKee, Director
August 1971

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

NTIS PB211730 ($3.75)

GUIDE FOR EMPLOYMENT SERVICE COUNSELORS IN CORRECTIONAL MDTA PROGRAMS

Dr. John M. McKee and Betty Chapman Pennington
June 1972

Report Descriptors: CORRECTIONS; EMPLOYMENT SERVICE STAFF; JOB DEVELOPMENT; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB212289
MA

BONDING ASSISTANCE DEMONSTRATION PROJECT IN PRISONER TRAINING PROGRAMS

Robert R. Smith
September 1972

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES
MA

A MANUAL FOR THE USE OF THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) IN CORRECTIONS: THE PREDICTION OF CRIMINAL BEHAVIOR

Dr. W. O. Jenkins and W. Lee Sanford
October 1972

Report Descriptors: CORRECTIONS; TESTING; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB223924/AS ($3.75 HC., $1.45 MF.)

THE MEASUREMENT AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM: THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AND THE MALADAPTIVE BEHAVIOR RECORD (MBR)

Dr. W. O. Jenkins and others
December 1972

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB213738

THE MALADAPTIVE BEHAVIOR RECORD (MBR): A SCALE FOR THE ANALYSIS AND PREDICTION OF COMMUNITY ADJUSTMENT AND RECIDIVISM OF OFFENDERS

Marling Barton and W. O. Jenkins
January 1973

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; HANDBOOKS

NTIS PB222949 ($4.25 HC., $1.45 MF.)

EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS: PHASE III FINAL REPORT

Dr. John M. McKee
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

NTIS PB220216 ($3.75)

CORRECTIONAL OFFICER TRAINING IN BEHAVIOR MODIFICATION, FINAL REPORT, 1970-1973

Robert R. Smith, W. O. Jenkins, and L. A. Hart
June 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; TECHNICAL TRAINING

NTIS PB222301 ($4.25 HC., $1.45 MF.)

A LONGITUDINAL FOLLOWUP INVESTIGATION OF THE POST-RELEASE BEHAVIOR OF PAROLED OR RELEASED OFFENDERS

Dr. W. O. Jenkins and others
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; LONGITUDINAL SURVEYS

PROGRESS REPORT ON PHASE IV: MARCH THROUGH JUNE 1973

Dr. John M. McKee
July 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

PHASE IV, INTERIM FINAL REPORT: THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

Dr. John M. McKee
January 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

INDIVIDUALIZED READING INSTRUCTIONAL SYSTEM (IRIS)

Paul W. Cayton and Norma B. Brewer
August 1973

Report Descriptors: BASIC EDUCATION; TRAINING; INDIVIDUALIZED INSTRUCTION; HANDBOOKS; PROGRAMMED INSTRUCTION; INSTRUCTIONAL MATERIALS

NTIS PB236431/AS ($6.75 HC.)

BEHAVIORAL INTERVIEW GUIDE (BIG)

A. D. Witherspoon, E. K. deValera, W. O. Jenkins, and W. Lee Sanford
December 1973

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB236205/AS ($3.25 HC.)

THE POST-PRISON ANALYSIS OF CRIMINAL BEHAVIOR AND LONGITUDINAL FOLLOWUP EVALUATION OF INSTITUTIONAL TREATMENT

W. O. Jenkins and others
February 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; TESTING

NTIS PB236413/AS ($3.75 HC.)

THE WEEKLY ACTIVITY RECORD (WAR): A MEASURE OF TIME ALLOCATION IN THE

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

W. O. Jenkins and others
March 1974

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB236268/AS ($3.25 HC.)

THE MALADAPTIVE BEHAVIOR RECORD (MBR): THE ROLE OF MALADAPTIVE REACTION PATTERNS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

W. O. Jenkins and others
April 1974

Report Descriptors: MALADAPTIVE BEHAVIOR RECORD; CORRECTIONS; TESTING

NTIS PB236213/AS ($3.25 HC.)

A SURVEY OF EX-OFFENDER EMPLOYMENT POLICIES IN AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, Larry F. Wood, and Michael A. Milan
May 1974

Report Descriptors: HIRING PRACTICES; CORRECTIONS

A SURVEY OF THE STUDY-RELEASE POLICIES OF AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, John M.McKee, and Michael A. Milan
May 1974

Report Descriptors: CORRECTIONS; EDUCATION

NTIS PB236618/AS

THE LAW ENCOUNTER SEVERITY SCALE (LESS): A CRITERION FOR CRIMINAL BEHAVIOR AND RECIDIVISM

A. D. Witherspoon, E. K. deValera, and W. O. Jenkins
August 1973

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT

NTIS PB236852/AS ($3.25 HC.)

AN INDIVIDUALLY PRESCRIBED INSTRUCTIONAL SYSTEM

VOL. 1, INTRODUCING THE IPI SYSTEM

Dr. John M. McKee
August 1971

Report Descriptors: INDIVIDUALIZED INSTRUCTION; BASIC EDUCATION; HANDBOOKS; PROGRAMMED INSTRUCTION

NTIS PB203021

VOL. 2, PRESCRIBING CATALOG

Dr. John M. McKee
August 1971

Report Descriptors: INDIVIDUALIZED INSTRUCTION; BASIC EDUCATION; HANDBOOKS; PROGRAMMED INSTRUCTION

NTIS PB203022

VOL. 3, TESTS FOR BASIC LANGUAGE AND MATHEMATICAL ARTS PROGRAM

Dr. John M. McKee
August 1971

Report Descriptors: INDIVIDUALIZED INSTRUCTION; BASIC EDUCATION; PROGRAMMED INSTRUCTION

NTIS PB203023 ($9 HC., $.95 MF.)

THE ENVIRONMENTAL DEPRIVATION SCALE (EDS): THE ROLE OF ENVIRONMENTAL FACTORS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

W. O. Jenkins
May 1974

Report Descriptors: ENVIRONMENTAL DEPRIVATION SCALE (EDS); CORRECTIONS; ADJUSTMENT

CORRECTIONAL OFFICER TRAINING PACKAGE IN BEHAVIOR MODIFICATION: SEVENTEEN SELF-INSTRUCTIONAL BOOKLETS WITH INSTRUCTOR'S GUIDE

Robert R. Smith and Betty Chapman Pennington
November 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; COUNSELING AND GUIDANCE; REHABILITATION; HANDBOOKS; PROGRAMMED INSTRUCTION

2-032* A MUTUAL AGREEMENT PROGRAM TO IMPROVE COMMUNICATION AND COORDINATION BETWEEN PAROLING AUTHORITIES AND INMATE TRAINING PROGRAMS

AMERICAN CORRECTIONAL ASSOCIATION
COLLEGE PARK, MD.

Leon Leiberg

Grant 92-24-72-37 (formerly Contract 89-11-71-01 and Contract 89-24-72-02)
Scheduled for completion winter 1975

Descriptors: CORRECTIONS; TRAINING PRACTICES

In the demonstration phase, the purpose of this project was to implement three variations of a model to coordinate inmate training, employment, and parole release. A contract involving an inmate, corrections, and parole is basic. If the inmate achieves the training and behavioral goals of the contract, he is guaranteed a release date.

Corrections and paroling authorities are engaged to develop a training plan with an inmate, and to make such administrative arrangements as are necessary within each State structure, to effect coordination of release with completion of inmate training.

Technical assistance in developing State plans will be given to interested States in the utilization phase.

Reports listed below are available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

THE MUTUAL AGREEMENT PROGRAM: A PLANNED CHANGE IN CORRECTIONAL SERVICE DELIVERY
November 1973

Report Descriptors: TRAINING PRACTICES; CORRECTIONS; HANDBOOKS

PROCEEDINGS OF THE NATIONAL WORKSHOP OF CORRECTIONS AND PAROLE ADMINISTRATION

Report Descriptors: CORRECTIONS

NTIS PB211188 ($4.85)

PAROLE (ORIGINS, DEVELOPMENT, CURRENT PRACTICES AND STATUTES)

William Parker

Report Descriptors: CORRECTIONS

NTIS PB211187 ($6.75)

2-033 OPERATION PATHFINDER

THE MENTEC CORPORATION
LOS ANGELES, CALIF.

Contract 82-05-70-05 (formerly 82-05-69-46)
Project completed fiscal year 1972

OPERATION PATHFINDER—SHAPING WORK BEHAVIOR OF EX-OFFENDERS AND OTHER DISADVANTAGED PEOPLE USING SOCIAL REINFORCEMENT TECHNIQUES

Dr. S. Stephen Uslan, R. L. Smith, and S D. Swack
April 1972

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); OPERATION PATHFINDER

NTIS PB209293

JOB BEHAVIORAL ANALYSIS MANUAL

Dr. S. Stephen Uslan, R. L. Smith, and S. D. Swack
April 1972

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; SOCIAL REINFORCEMENT; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); OPERATION PATHFINDER; HANDBOOKS

NTIS PB209295

HOW TO TRAIN SUPERVISORS IN BEHAVIOR MODIFICATION

Dr. S. Stephen Uslan, R. Arkin, and R. L. Smith
April 1972

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; SOCIAL REINFORCEMENT; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); SUPERVISION; OPERATION PATHFINDER; HANDBOOKS

NTIS PB209296

SUPERVISORY WORKBOOK ON BEHAVIOR MODIFICATION

Dr. S. Stephen Uslan, R. Arkin, and R. L. Smith
April 1972

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; SOCIAL REINFORCEMENT; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); SUPERVISION; OPERATION PATHFINDER; HANDBOOKS

NTIS PB209297

HOW TO MAINTAIN A SOCIAL REINFORCEMENT PROGRAM

Dr. S. Stephen Uslan, R. Arkin, and R. L. Smith
April 1972

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; SOCIAL REINFORCEMENT; OPERATION PATHFINDER; HANDBOOKS

NTIS PB209294

2-034* THE ROLE OF PRISON INDUSTRIES NOW AND IN THE FUTURE: A PLANNING STUDY

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Herbert S. Miller, Institute of Criminal Law and Procedure

Grant 21-11-73-03
Scheduled for completion fiscal year 1975

Descriptors: PRISON INDUSTRIES; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

This study is analyzing the merits and limitations of various approaches to prison industry, using data from the literature, selected statutes, recognized experts, and institutions which seem to have a unique approach. It will delineate the factors to be considered in using prison industry and, in terms of prison industry goals, will evaluate alternatives. Recommendations for both program and research will be made.

2-035* SHARED DECISIONMAKING AS A TREATMENT TOOL IN PRISON MANAGEMENT

THE MURTON FOUNDATION FOR CRIMINAL JUSTICE, INC.
MINNEAPOLIS, MINN.

Dr. Thomas O. Murton

Grant 21-27-74-29
Scheduled for completion winter 1975

Descriptors: CORRECTIONS; LITERATURE REVIEW; ORGANIZATIONAL STRUCTURE

The project will attempt to develop an innovative shared-decisionmaking model for use in correctional institutions. In addition the administrative and practical feasibility of implementing this model will be assessed.

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

To make this determination, the researchers will use various sources of information, including mail questionnaires, a literature review and, where appropriate, site visits.

2-036* Study of Effects on Ex-Prisoners of Financial Aid and Employment Assistance Programs Designed to Facilitate Post-Release Adjustment

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Kenneth J. Lenihan

Contract 82-11-71-45
Scheduled for completion fall 1975

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; MARYLAND, BALTIMORE

This study is attempting to determine whether ex-prisoners would be less prone to commit further crimes if they had some financial support immediately after release from incarceration.

More specifically, this experimental project is assessing the impact of financial aid and job placement services in reducing recidivism and/or enhancing subsequent employment among ex-prisoners.

A total of 432 ex-prisoners has been recruited for the project and randomly assigned to one of four groups as follows: (1) Subjects receiving both financial aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects not receiving any services. The subjects are being interviewed monthly for a period of 1 year after release with respect to job search, employment patterns, illegal activities, expenditures, and social relations.

2-037 A Study of Projects Dealing with the Rehabilitation of Women Offenders

DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN
WASHINGTON, D.C.

Virginia A. McArthur

Grant 92-11-72-05
Project completed fiscal year 1974

Descriptors: CORRECTIONS; WOMEN; REHABILITATION; TRAINING PRACTICES

The purpose of this project is: (1) To determine what commonalities exist, including innovative training methods and techniques, among various projects that are rehabilitating women offenders; and (2) to disseminate this information among women offender programs.

From observing various women offender training programs in a few major geographic areas, an assessment is being made of the most effective and innovative techniques, including nontraditional job training for women, which would lend themselves to wider implementation. In addition, the principal investigator is assessing other techniques used in general offender training programs which may be implemented in women's prisons.

FROM CONVICT TO CITIZEN: PROGRAMS FOR THE WOMAN OFFENDER
June 1974

Report Descriptors: CORRECTIONS; REHABILITATION; WOMEN

NTIS PB236170/AS ($3.25 HC.)
MA
Also available from D.C. Commission on the Status of Women, District Building, Rm. 204, 14th and E Streets, N. W. Washington, D. C. 20004.

2-038* A Survey of Vocational Training in Federal and State Correctional Institutions

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Dr. Girard W. Levy

Contract 89-39-72-01
Scheduled for completion fall 1974

Descriptors: CORRECTIONS; WOMEN; MEN; VOCATIONAL TRAINING

This study will provide information about the quality and quantity of vocational training available in Federal and State correctional institutions.

Data for the study will be collected from a mail survey of all Federal and State correctional institutions. Other sources of information include site visits to 10 percent of these institutions and personal interviews conducted with a small sample of inmates.

2-039* Utilization of Findings on Offender Employment Restrictions

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

James Hunt

Contract 82-11-72-02
Scheduled for completion fall 1974

Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS

The principal objective of the project is to develop a program to help remove formal barriers to the employment of ex-offenders.

The contractor will collect pertinent studies, monographs, findings, results, and analyses from the Department of Labor and other organizations and agencies and will synthesize and package these materials and suggested solutions designed to remove unreasonable barriers to offender employment.

It was found possible to effect changes in the laws restricting public employment and/or occupational licensing of ex-offenders in 10 States during the first cycle; and the contractor was instrumental in affecting bills pending in a number of other States during the second cycle. The project has demonstrated that legislators and employers are amenable to removing arbitrary employment barriers for ex-offenders.

LAWS, LICENSES, AND THE OFFENDER'S RIGHT TO WORK: A STUDY OF STATE LAWS RESTRICTING THE OCCUPATIONAL LICENSING OF FORMER OFFENDERS, INCLUDING A MODEL STATUTE AND ANALYSIS
June 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS
Available from National Clearinghouse on Offender Employment Restrictions 1705 DeSales St., N.W., Washington, D. C. 20036.

REMOVING OFFENDER EMPLOYMENT RESTRICTIONS: A HANDBOOK ON REMEDIAL LEGISLATION AND OTHER TECHNIQUES FOR ALLEVIATING FORMAL EMPLOYMENT RESTRICTIONS CONFRONTING EX-OFFENDERS
March 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS
Available from National Clearinghouse on Offender Employment Restrictions, 1705 DeSales St., N.W., Washington, D.C. 20036.

2-040 WORK RELEASE: TOWARD AN UNDERSTANDING OF THE LAW, POLICY, AND OPERATION OF COMMUNITY-BASED STATE CORRECTIONS

SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE, ILL.

Contract 89-17-71-03
Project completed fiscal year 1973

VOL. 1, SUMMARY OF PROCEDURES AND FINDINGS
Richard M. Swanson
June 1973

Report Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK EXPERIENCE PROGRAMS

NTIS PB222309 ($4.75 HC., $1.45 MF.)

VOL. 2, TECHNICAL REPORTS AND APPENDICES
Richard M. Swanson
June 1973

Report Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK EXPERIENCE PROGRAMS

NTIS PB222310 ($5.50 HC., $1.45 MF.)

A SURVEY OF STATE CORRECTIONAL WORK RELEASE PROGRAMS
Richard M. Swanson
June 1973

Report Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK EXPERIENCE PROGRAMS
Available from Southern Illinois University Center for the Study of Crime, Delinquency and Corrections, Carbondale, Ill. 62901 ($1.25).

2F. RACIAL AND ETHNIC MINORITIES

2-041* COMMUNITY BUILDING SERVICES TRAINING PROJECT

COMMUNITY BUILDING MAINTENANCE CORPORATION
CHICAGO, ILL.

Matthew Stevens

Grant 21-17-74-32
Scheduled for completion summer 1974

Descriptors: INNER-CITY RESIDENTS; TRAINING CENTERS; MINORITIES; JOB PLACEMENT; SERVICE INDUSTRIES; CONSTRUCTION INDUSTRY; TECHNICAL TRAINING

The objective of this grant is to document and analyze the experience of the grantee in putting together the Community Building Services Training Program and attempting to achieve competence in providing job training and placement for inner-city residents in the maintenance and management of housing in their communities.

The grantee will: (1) Undertake a refined model program developed to provide technical training and job placement for minority adults in building construction, building maintenance, and property management occupations; (2) document and analyze the development of the model program as it is established; and (3) prepare a narrative report that will include a description of the model program and an analysis of program experiences written in a format that will enable others to replicate the model.

2-042* LABOR FORCE CHARACTERISTICS AND MIGRATION EXPERIENCE OF THE PUERTO RICANS

FORDHAM UNIVERSITY
BRONX, N.Y.

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

AND
UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER
RIO PIEDRAS, P.R.

John J. Macisco Jr. and Pedro Vales

Grant 21-36-74-23
Scheduled for completion summer 1975

Descriptors: LABOR FORCE PARTICIPATION; LABOR FORCE BEHAVIOR; LABOR MOBILITY; MIGRANTS; MIGRATION; PUERTO RICANS; MINORITIES; UNEMPLOYED; HANDICAPPED; WOMEN; MEN; NEW YORK, NEW YORK; PUERTO RICO

The project will examine the labor force characteristics of Puerto Rican migrants to New York and return migrants to Puerto Rico, determining to what extent characteristics such as unemployment, low-status occupation, and disability are associated with migration. Questions such as the following will be answered: (1) What is the recent labor force experience of Puerto Ricans of varying migrant status living in New York and those living in Puerto Rico in 1970? (2) What factors are associated with low labor force participation rates of Puerto Rican women? (3) What is the association between disability and unemployment among Puerto Ricans? (4) How do first generation Puerto Ricans differ from the second generation along sociodemographic dimensions?

For this, project staff will analyze special tabulations of the U.S. Census data for the New York SMSA and for Puerto Rico. The special cross tabulations of new census questions on labor force status, together with traditional labor force and other socioeconomic items will provide new analytic insights into the current labor force status of Puerto Rican migrants.

2-043* Model Urban Indian Centers

OFFICE OF NATIVE AMERICAN PROGRAMS, OFFICE OF HUMAN DEVELOPMENT, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Dr. George Blue Spruce, Director, Office of Native American Programs

Contract 82-11-71-13
Scheduled for completion summer 1974

Descriptors: DISCRIMINATION; SOCIAL CHANGE; INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN AREAS; INDIAN MANPOWER PROGRAMS (CETA); MINNESOTA, MINNEAPOLIS; CALIFORNIA, LOS ANGELES; NEW MEXICO, GALLUP; ALASKA, FAIRBANKS

This project is continuing for a third (and final) year to test a comprehensive approach—through an Urban Indian Center—to meet special problems of Indians residing in urban areas. The pilot centers are trying to meet the human service needs of urban Indians and develop approaches and techniques to serve as prototypes for other urban Indian centers.

The project is administered through the Department of Health, Education, and Welfare after being administered by the Office of Economic Opportunity for the first 2 years of project activity. Participating agencies (HEW, HUD, DOL, OEO) furnish representation to an Interagency Project Review Board (IPRB) which gives broad guidance to project activities. The project is operating four model urban Indian centers to develop, test, and demonstrate new methods of obtaining and delivering human services. The project is not intended to bypass existing social services and set up parallel systems, but rather to help make public agencies more responsive to the needs of Indians. The four model centers are located in Minneapolis; Gallup, N.M.; Los Angeles; and Fairbanks, Alaska.

2-044 Negro Construction Craftsmen in a Southern Labor Market

LOUISIANA STATE UNIVERSITY, NEW ORLEANS
NEW ORLEANS, LA.

Contract 81-20-70-20
Project completed fiscal year 1973

Dr. Theresa R. Shapiro
August 1972

Report Descriptors: APPRENTICESHIP OUTREACH PROGRAMS; CRAFTSMEN; BLACKS; CARPENTERS; SOUTHERN U.S.; CONSTRUCTION INDUSTRY

NTIS PB212233

2-045* Negro Employment in the South: The Federal Service and the Construction Industry

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Department of Economics

Contract 81-46-70-24
Scheduled for completion spring 1974

Descriptors: BLACKS; UPGRADING; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; FEDERAL GOVERNMENT; CONSTRUCTION INDUSTRY; SOUTHERN U.S.; MINORITY BUSINESS ENTERPRISE; MEXICAN AMERICANS; EMPLOYMENT PATTERNS

This three-part study expands the researcher's study of Negro employment patterns in the South. The first component of the present study is an examination of patterns of Negro employment in the Federal service in 13 States and 25 metropolitan areas of the South; the second, an examination of patterns of employment among minority construction contractors in Atlanta, Houston, Chicago, and Oakland-San Francisco; the third, research to update and analyze more completely Negro employment in selected southern SMSA's through use of data from the 1970 Census of Population.

The Federal service study has added to the earlier study the 1969 data available from the Civil Service Commission, and has collected more detailed information through field interviews.

In the construction study, selected civil rights and union leaders, minority and white contractors, and others with construction industry experience were interviewed to obtain a profile of minority contractors and their firms, a picture of their operations and the problems they face, and data on their views toward upgrading.

The research, using 1970 census data, supplements the earlier study concerning such questions as: Where are Negroes underrepresented in employment and higher paying jobs? Where have the greatest gains been made? What are the prospects for Negro employment in southern metropolitan areas? How do employment patterns described by the 1970 census data differ from those revealed by data from the Equal Employment Opportunity Commission?

Preliminary findings show that Negro construction contractors in Houston and Atlanta, and Mexican-American contractors in Houston have significant potential for advancement which could be realized with appropriate financial and technical assistance. The researcher suggests that support and encouragement of local minority contractors' associations would be a highly desirable way of reaching minority contractors and helping them to enlarge their scale of operations.

2-046 Negro Employment in the South

THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY.

Contract 81-19-68-13
Project completed fiscal year 1973

NEGRO EMPLOYMENT IN THE SOUTH

VOL. 1

Dr. F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; FARM WORKERS; INDUSTRIAL MOBILITY; EMPLOYMENT PATTERNS; METROPOLITAN AREAS; SOUTHERN U.S.; LITERATURE REVIEW

NTIS PB219612 ($3)
MA

VOL. 2

Dr. F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT PATTERNS; SOUTHERN U.S.; EMPLOYMENT OPPORTUNITIES; LITERATURE REVIEW

NTIS PB219613 ($6)
MA

VOL. 3

Dr. F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; STATE AND LOCAL GOVERNMENT; SOUTHERN U.S.; FEDERAL GOVERNMENT; CONSTRUCTION INDUSTRY; MINORITY BUSINESS ENTERPRISE; EMPLOYMENT OPPORTUNITIES; LITERATURE REVIEW

NTIS PB219614
MA

NTIS PB219611-SET (219612-219614) ($9.50)

NEGRO EMPLOYMENT IN THE SOUTH—MANPOWER RESEARCH MONOGRAPH NO. 23

VOL. 1, THE HOUSTON LABOR MARKET

Vernon M. Briggs, Jr.
March 1971

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT OPPORTUNITIES; TEXAS, HOUSTON
GPO ($1.40)

VOL. 2, THE MEMPHIS LABOR MARKET

Arvil Van Adams
1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT OPPORTUNITIES; TENNESSEE, MEMPHIS
GPO ($1.10)

VOL. 3, STATE AND LOCAL GOVERNMENTS

David R. Ross
January 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; STATE AND LOCAL GOVERNMENT; EMPLOYMENT OPPORTUNITIES
GPO ($.95)

2-047 New Techniques in Combating Discrimination in White-Collar Occupations: The Higher Achievement Program of Houston

THE NATIONAL URBAN LEAGUE
WASHINGTON, D.C.

Contract 82-36-71-35
Project completed fiscal year 1973
January 1973

Report Descriptors: DISCRIMINATION; BLACKS; HIRING PRACTICES; JOB DEVELOPMENT; EMPLOYMENT OPPORTUNITIES; WHITE-COLLAR OCCUPATIONS; WOMEN; TEXAS, HOUSTON

NTIS PB220403 ($3)

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-048* A Pilot Project to Demonstrate Ways of Overcoming Barriers to Employment of Minority Women in White-Collar Jobs: Houston

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

Ernest Green

Grant 21-36-73-35
Scheduled for completion winter 1975

Descriptors: PILOT STUDY; RECRUITMENT; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER CHOICE; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT; TEXAS, HOUSTON

This project is testing the efficacy of a combined outreach and employer persuasion approach in surmounting obstacles to the employment of minority women in white-collar jobs in Houston. It is a replication of the project for minority women in Atlanta, which is reported below (Grant 21-48-73-33).

The project is recruiting qualified applicants, training them to take tests, contacting employers with job openings, and assisting the applicants in completing application procedures. An assessment component is measuring the program's effectiveness in recruiting, training, and placement.

2-049* A Pilot Project to Overcome Barriers to Employment of Minority Women in White-Collar Jobs: Atlanta

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Department of Economics

Grant 21-48-73-33 (formerly Contract 82-48-71-38)
Scheduled for completion winter 1975

Descriptors: PILOT STUDY; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER GOALS; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT; GEORGIA, ATLANTA

This is a demonstration project in Atlanta to enhance the opportunities for minority women to penetrate white-collar jobs in growth occupations where their employment thus far has been minimal. The project is designed to test the efficacy of a combined outreach and employer persuasion approach in surmounting employment discrimination toward minority group women.

The project selects subjects from the local community, prepares them to take tests, and places them in jobs with local industry. An assessment component is designing the supportive service package (including tutoring, motivation, and job placement), chronicling the experience of the subjects, and evaluating the success of the demonstration.

The project is showing dramatically successful results in overcoming barriers to employment of minority women in well paying white-collar and professional jobs. It has come to be regarded as a source for high caliber applicants by industry, with companies now regularly turning to it for assistance in hiring; and it has placed minority women in professional jobs such as chemist, accountant, management trainee, and engineer. Many were placed in firms which had not previously employed minority professionals or women.

2-050 The Role of Farm Labor Market Institutions in the Lower Rio Grande Valley of Texas

TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

Contract 81-46-68-16
Project completed fiscal year 1972

Paul B. Miller
December 1971

Report Descriptors: MIGRANTS; MEXICAN AMERICANS; RURAL AREAS; LOW INCOME; LABOR MARKET AREAS; RIO GRANDE VALLEY; JOB MATCHING; FARM WORKERS

NTIS PB218318 ($11.50)

2-051* Spanish Americans in the Labor Market

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Dr. George Wilber

Grant 21-21-74-08
Scheduled for completion winter 1975

Descriptors: INCOME; DISCRIMINATION; EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; MINORITIES; SPANISH-SPEAKING AMERICANS; INDIANS; AGE DIFFERENCES; SEX DIFFERENCES; OCCUPATIONAL MOBILITY

This study is analyzing employment discrimination against Spanish Americans, American Indians, and American Orientals. The objectives are to: (1) Measure, describe, and assess labor force participation of the groups; (2) describe and explain their occupational achievement and occupational mobility; and (3) describe and explain their earnings from employment. Special attention will be given to age and sex differentials and to the subgroups of the Spanish-American population.

Information will come from the 1-percent Public Use Sample of the 1970 Census. Occupation scores will be calculated to measure occupational achievement and mobility; an index of dissimilarity will measure degree of discrimination; and descriptive cross-tabulations, analysis of variance, and regression models will measure factors related to labor force participation and accomplishments among the groups. Comparisons of the findings will be made with the black and the majority population groups.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

2-052* STUDY OF THE PITTSBURGH PLAN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Otto A. Davis

Grant 21-42-74-20
Scheduled for completion winter 1976

Descriptors: MINORITIES; CONSTRUCTION INDUSTRY; RECRUITMENT; TRAINING; TURNOVER; UNION ENTRY; CRAFTSMEN; AFFIRMATIVE ACTION PLANS; PREAPPRENTICE TRAINING; PENNSYLVANIA, PITTSBURGH

The project will examine the Pittsburgh Plan for placing a proportionate representation of minorities in the skilled crafts construction unions of Allegheny County. Its objectives are to determine the causes of such problems as the significant turnover of trainees, and the less than adequate ability to get those who have gone through the program to pass union tests; and to develop a management systems model for a successful affirmative action plan by: (1) Identifying variables for successful minority participation in the form of guidelines for recruitment, selection, and placement; (2) establishing a quantitative assessment system to measure program performance in terms of recruitment, selection, training, placement and followup; and (3) providing technical assistance to the program's management.

In order to accomplish this, the project staff will first use questionnaires and personal interviews to obtain a detailed description of personal characteristics and attitudes of participants completing the training and those who drop out. Secondly, the staff will assess the three training organizations involved in the preapprenticeship program. The researchers will also collect data from field supervisors and followup counselors, and demographic data on a sample of nonminority apprentices. Finally, the ramifications of placement as a "holding operation" will be determined for those trainees who have taken the union test but have not yet been placed.

2-053 TO CREATE GREATER OPPORTUNITIES IN THE TRUCKING INDUSTRY FOR MINORITY ENTREPRENEURS AND WORKERS

GREATER HORIZONS, INC.
NEW YORK, N.Y.

Contract 82-34-69-30
Project completed fiscal year 1972

Report Descriptors: MINORITY BUSINESS ENTERPRISE; TRUCKING INDUSTRY; UPGRADING; JOB DEVELOPMENT MA

2G. VETERANS

2-054* FACILITATING EMPLOYMENT OF DISABLED VETERANS

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Dr. Thurlow R. Wilson

Grant 21-51-73-46
Scheduled for completion summer 1974

Descriptors: VETERANS; HANDICAPPED; JOB SEARCH; JOB PLACEMENT; G.I. BILL OF RIGHTS

This study will attempt to determine on a timely basis the major problems confronting disabled veterans who are seeking jobs; and to explore and evaluate various ways in which these problems might best be overcome. It is expected to provide needed factual information on the magnitude and nature of employment barriers faced by disabled veterans.

The project will include a mail survey of 14,000 disabled veterans augmented by a mail survey of 1,000 public and private employers. Visits are scheduled to employment service offices and Veterans Administration offices in 11 States.

2-055 PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN) TO ASSIST CIVILIAN HOSPITALS IN HIRING AND RETAINING MILITARY-TRAINED PERSONNEL

ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

Edward D. Hollander

Contract 82-11-71-42
Project completed fiscal year 1974

Descriptors: VETERANS; HEALTH MANPOWER; UPGRADING; MILITARY TRAINING; OCCUPATIONAL LICENSING; LABOR SUPPLY; ILLINOIS, CHICAGO

This project determined the problems faced by a large hospital (a major employer) in recruiting, placing, and retaining veterans who have had military medical training and experience; and demonstrated ways to solve these problems by testing alternative solutions.

The design and demonstration of a system of continuous recruitment and placement by a civilian hospital of discharged, medically trained military personnel was undertaken. The career opportunities for veterans in civilian hospitals were developed and demonstrated through a career mobility program whose components might include new occupational categories, training and educational opportunities, and career ladders.

A small project staff, located at Cook County Hospital in Chicago, worked with the hospital director, the per-

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

sonnel department, and key professionals, both medical and administrative, to: (1) Effect full assessment of veterans and job placements commensurate with abilities; (2) initiate career development programs to add to the capabilities acquired in the military to bring the veteran up to civilian requirements; (3) link local and national recruitment services for veterans with the project; and (4) explore alternative jobs, newly created jobs, and jobs not hospital based for opportunities for the health trained veterans.

Many hospitals and health services agencies are not aware of the complete background in health training veterans possess, and the project devised an instrument for collecting this information. Opportunities for veteran medics are occupations whose structure and credentialing are in a more formative state, such that obstacles can be at least circumvented, if not overcome. Veterans' experience enables them to be more readily assimilated into systems for emergency medical care, into correctional institutions, and into community health service agencies.

Some of the recommendations which resulted from this project were: (1) To devise a system of cross-matching military training and experience with civilian training and experience required for credentialing and licensure; and (2) to permit veterans to sit for proficiency examinations, as well as for credentialing and licensure examinations, based principally on their preparation and training in health care while in the military.

PROJECT VEHTS- FIRST INTERIM REPORT
June 1972

NTIS PB212626

PROJECT VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN—FINAL REPORT,JUNE 1971-JUNE 1973

Harriet M. Kriesberg and Edward D. Hollander
December 1973

NTIS PB227717/AS ($4.75 HC., $1.45 MF.)

MEDICAL VETERAN UTILIZATION MANUAL
December 1973

Report Descriptors: HEALTH MANPOWER; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS

NTIS PB227902/AS ($3.25 HC., $1.45 MF.)
MA
Also available from Robert R. Nathan Associates 1200 18th Street, N.W., Washington, D.C. 20036.

MEDICAL VETERAN INTERVIEWING GUIDE
March 1974

Report Descriptors: HEALTH MANPOWER; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS
MA
Also available from Robert R. Nathan Associates 1200 18th Street, N.W., Washington, D.C. 20036.

2-056 Study of Exemplary Rehabilitation Certificate Program

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Grant 92-51-72-15
Project completed fiscal year 1973

EMPLOYMENT ASSISTANCE TO EX-SERVICEMEN WITH OTHER THAN HONORABLE DISCHARGES: A STUDY OF THE DEPARTMENT OF LABOR'S EXEMPLARY REHABILITATION CERTIFICATE PROGRAM

Thurlow R. Wilson, Robert M. Madsen, and John A. Richards

Report Descriptors: VETERANS; EXEMPLARY REHABILITATION CERTIFICATE PROGRAM; EFFECTIVENESS OF PROGRAMS

NTIS PB220314 ($3)
ERIC ed 078154.

2H. WELFARE RECIPIENTS AND OTHER UNEMPLOYED

2-057 Analyses of WIN Team Functioning and Job Requirements

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Contract 51-49-70-03
Project completed fiscal year 1972

ANALYSES OF WIN TEAM FUNCTIONING AND JOB REQUIREMENTS PHASE I: DUTY AND TASK PERFORMANCE OF TEAMS AND TEAM MEMBERS

Richard P. Kern and John S. Caylor

Report Descriptors: JOB ANALYSIS; WORK INCENTIVE PROGRAM (WIN); STAFF TRAINING

NTIS PB202811

ANALYSES OF WIN TEAM FUNCTIONING AND JOB REQUIREMENTS, FINAL REPORT: DUTIES PERFORMED AND STYLE OF FUNCTIONING, IN RELATION TO TEAM EFFECTIVENESS

Richard P. Kern and John S. Caylor

Report Descriptors: JOB ANALYSIS; WORK INCENTIVE PROGRAM (WIN); STAFF TRAINING

NTIS PB210463

2-058 Characteristics of the AFDC Population that Affect the Outcomes of WIN

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 51-25-69-06
Project completed fiscal year 1972

A STUDY OF LOW-INCOME FAMILIES: IMPLICATIONS FOR THE WIN PROGRAM

David L. Thompson, Guy H. Miles, and Albert J. Macek

Report Descriptors: LOW INCOME; WORK INCENTIVE PROGRAM (WIN)

NTIS PB211702

SELF-ACTUATED WORK BEHAVIOR AMONG LOW INCOME PEOPLE

David L. Thompson, Guy H. Miles, and Albert J. Macek

Report Descriptors: WORK ATTITUDES; LOW INCOME; WORK INCENTIVES; JOB PERFORMANCE

NTIS PB211703 ($6)

FACTORS AFFECTING THE STABILITY OF THE LOW-INCOME FAMILY

David L. Thompson, Guy H. Miles, and Albert J. Macek

Report Descriptors: LOW INCOME; FAMILIES

NTIS PB211704 ($5.45)

A STUDY OF LOW-INCOME FAMILIES: METHODOLOGY

David L. Thompson, Guy H. Miles, and Albert J. Macek

Report Descriptors: LOW INCOME

NTIS PB211705 ($3.75)

CHARACTERISTICS OF WIN ENROLLEES THAT AFFECT THEIR SUCCESS IN WIN

David L. Thompson, Guy H. Miles, and Albert J. Macek

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE RECIPIENTS; EFFECTIVENESS OF PROGRAMS

NTIS PB219391

2-059 CONFERENCE ON MANPOWER SERVICES FOR THE WELFARE POOR: SUMMARY OF FINDINGS AND DISCUSSION

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Contract 51-11-72-01
Project completed fiscal year 1972

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; LITERATURE REVIEW

NTIS PB210334
MA

2-060 DECISIONMAKING IN THE WIN PROGRAM

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Dr. Gregory O'Brien, School of Applied Social Science

Contract 51-37-69-11
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS; ILLINOIS, COOK COUNTY; MICHIGAN, WAYNE COUNTY; OHIO, CUYAHOGA COUNTY

This project is part of a study in three areas (Cook County, Ill., Wayne County, Mich., and Cuyahoga County, Ohio) to determine the effects of decisions related to the Work Incentive Program (WIN) by enrollees, social service caseworkers, and WIN team members. The three contractors coordinated the development of instruments and divided the data analysis by topic rather than by area.

Each contractor selected a panel of AFDC recipients referred to WIN and interviewed them twice—at the time of referral and 8 to 10 months later. The first interview elicited biographical, situational, attitudinal, and motivational information likely to affect their decisions about WIN; the second focused on the clients' decisions concerning their status at that time—whether not yet enrolled, still in the program, dropped out, or terminated—and factors relevant to those decisions.

The caseworkers were interviewed for information on their knowledge and perception of WIN and their attitudes to the program and to mothers' working.

Findings revealed that the typical client had been receiving public assistance for 3 to 4 years when referred to WIN. The majority of respondents thought they would be penalized if they did not participate in the program, but 90 percent said they were pleased after entering it.

Caseworkers were predominantly white women under 30, college educated, and working on their first job since college. Their decisions to refer clients were most strongly influenced by a generally favorable attitude toward the program; agency pressures, particularly in Chicago; and the clients' interests in entering the program or finding a job.

2-061 DECISIONMAKING IN THE WIN PROGRAM

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Charles D. Garvin, School of Social Work

Contract 51-24-69-10
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS; MICHIGAN, WAYNE COUNTY

This project is one part of an overall study to determine the impact of various types of decisions affecting the enrollment of AFDC recipients in the WIN program. The research setting for this project is Wayne County, Michigan. For further description of entire study see contract 51-37-69-11 above.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

INCENTIVES AND DISINCENTIVES TO PARTICIPATION IN THE WORK INCENTIVE PROGRAM

NTIS PB231585 ($5.50 HC., $1.45 MF.)

2-062 Decisionmaking in the WIN Program

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Dr. William J. Reid, School of Social Services Administration

Contract 51-15-69-08
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS; ILLINOIS, COOK COUNTY

This project is one part of an overall study to determine the impact of various types of decisions affecting the enrollment of AFDC recipients in the WIN program. The research setting for this project is Cook County, Illinois. For further description of entire study see contract 51-37-69-11 above.

2-063* The Design of Two Potential WIN Demonstration Projects

SYSTEMS IN EDUCATION AND TRAINING, INC.
MIAMI, FLA.

Graham A. Lewis, President

Contract 51-12-74-02
Scheduled for completion summer 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); VOUCHERS FOR TRAINING; SUPPORTIVE SERVICES; FAMILIES; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

This project will develop designs for two potential demonstration projects. The first involves the use of vouchers to private employers for training and subsequent employment. This experiment would be similar to the Job Opportunities in the Business Sector (JOBS) program except that participants would negotiate their own arrangements with private employers rather than have program staff do it for them. The second design would be for a project to provide family support by a social work group to a number of families having members participating in manpower programs. Support would be provided during training and for 6 months subsequent to placement to determine the employment and family stability of the support group as against a control group receiving no such support. The project would result in two distinct and complete experimental designs that could be implemented if judged to be feasible and desirable.

2-064 Developing a Model WIN Project for Rural Areas

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 51-25-70-08
Project completed fiscal year 1973

THE WIN PROGRAM IN RURAL AREAS: RECOMMENDATIONS

William F. Henry, Guy H. Miles, and Joseph M. Reid

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); RURAL AREAS; MODELS; SOCIAL CHANGE
MA

2-065 Development of a Program of Instruction for WIN Employability Orientation and an Instructional Program for Employability Orientation

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Contract 51-49-70-06
Project completed fiscal year 1972

AN INSTRUCTIONAL PROGRAM FOR EMPLOYABILITY ORIENTATION

William C. Osborn and others

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); ORIENTATION; WORK ATTITUDES; JOB ANALYSIS

NTIS PB207395 ($6)
MA

DEVELOPMENT OF A PROGRAM OF INSTRUCTION FOR WIN EMPLOYABILITY ORIENTATION

William C. Osborn and others

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); ORIENTATION; WORK ATTITUDES; JOB ANALYSIS

NTIS PB210090

2-066 Effect of Welfare Women's Working on Their Family: The Welfare Mother

CORNELL UNIVERSITY
ITHACA, N.Y.

Contract 51-34-69-07
Project completed fiscal year 1972

EFFECT OF WELFARE WOMEN'S WORKING ON THEIR FAMILY

VOL. 1, FINDINGS AND IMPLICATIONS

Harold and Margaret Feldman

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); CHILD DAY CARE; FAMILIES; CHILDREN; MOTHERS

NTIS PB209019 ($6)
MA

VOL. 2, TABLES AND APPENDICES

Harold and Margaret Feldman

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); CHILDREN; CHILD DAY CARE; FAMILIES; MOTHERS

NTIS PB209020 ($6)
MA

VOL. 3, PARTICIPANT OBSERVER AND CASE STUDIES

Harold and Margaret Feldman

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); CHILDREN; CHILD DAY CARE; FAMILIES; MOTHERS; PARTICIPANT-OBSERVER METHODOLOGY

NTIS PB209021
MA

2-067 Employment Contexts and Disadvantaged Workers

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 51-09-70-02
Project completed fiscal year 1972

Bureau of Social Sciences Research, Inc.

Report Descriptors: JOB STABILITY; WORK INCENTIVE PROGRAM (WIN); EMPLOYER ATTITUDES; EMPLOYMENT PATTERNS; JOB PLACEMENT

NTIS PB206492

2-068 An Exploratory Study of Some Major Impediments to Success in the WIN Program

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 92-27-70-15
Project completed fiscal year 1972

TRAINING MATERIALS ON MANPOWER ISSUES: PROJECT TO ENHANCE THE COMPETENCE OF PROFESSIONAL SOCIAL WORKERS

Nancy K. Carrol and Richard Parvis
January 1972

Report Descriptors: CURRICULA; SOCIAL SERVICE EMPLOYEES; MANPOWER PROGRAM STAFFING; WORK INCENTIVE PROGRAM (WIN)

NTIS PB211653

2-069* Feasibility Study for the Introduction of Vouchers into the Work Incentive Program

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Ann Richardson

Grants 51-11-73-02 and 51-41-74-01
Scheduled for completion winter 1975

Descriptors: VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE PROGRAM (WIN); TRAINING ALLOWANCES; WELFARE RECIPIENTS

The objectives of this grant are to: (1) Determine the administrative feasibility of the use of vouchers for the purchase of manpower training services by WIN recipients; (2) estimate the administrative costs and benefits of using vouchers for training in comparison with current WIN practices; and (3) develop a detailed design for a more comprehensive formal experiment.

As a test of the feasibility of utilizing vouchers for the purchase of job-related education and training, vouchers will be issued to 150 WIN clients. The researcher will then evaluate the results to: (1) Identify, and plan to control for, administrative and procedural problems that could develop in the formal experiment; (2) estimate the potential costs and benefits of using vouchers over current WIN practices; (3) determine and refine project specifications including eligibility criteria, types of training and vendors, limitations on duration and value of vouchers, and nature of counseling procedures used; (4) develop and refine formal experimental design; and (5) estimate operational and research budgets involved.

2-070* The Impact of the New York Workfare Program on Employable Welfare Recipients

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Hrach Bedrosian and Dr. Daniel E. Diamond, College of Business and Public Administration

Grant 51-36-72-06
Scheduled for completion summer 1974

Descriptors: WELFARE RECIPIENTS; WELFARE PROGRAMS; EMPLOYABILITY DEVELOPMENT TEAMS; EMPLOYER ATTITUDES; WELFARE DEPENDENCY; HIRING PRACTICES; NEW YORK, NEW YORK

The project's objective is to assess the impact of the workfare program on the employability of welfare recipients and on the employer.

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

The grantee is investigating: (1) The impact of the workfare program on employer attitudes and hiring practices as regards welfare recipients; (2) the cost of administering the program; (3) the extent to which employed welfare recipients have increased their attachment to the labor market; and (4) the contribution of the program to the solution of the welfare problem. The grantee will collect data from employment service, social service, and employer records. Mail questionnaires supplemented by some personal interviews will be used to collect data from employed welfare clients, employment service and social service personnel, employers of the working welfare recipients, and nonwelfare recipients who perform the same job as the welfare recipients.

2-071 The Impact of Urban WIN Programs

PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Contract 51-09-70-10
Project completed fiscal year 1972

Dr. Bradley R. Schiller

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); URBAN AREAS; URBAN PROBLEMS; MODELS; LABOR MARKET BEHAVIOR

NTIS PB210469 ($4.85)
MA

2-072* Incentives and Disincentives in the WIN Program

INTERSTUDY, WELFARE POLICY DIVISION
MINNEAPOLIS, MINN.

Dr. Leonard Bower and Earl Hokenson, J.D.

Grant 51-27-73-09
Scheduled for completion summer 1975

Descriptors: INCENTIVES; WORK INCENTIVE PROGRAM (WIN); LABOR FORCE BEHAVIOR; WORK INCENTIVES

The objective of the study is to analyze the absolute and relative importance of monetary and nonmonetary incentives to WIN participants and their expressed levels of satisfaction with the incentives. The analysis will be used to encourage successful employment outcomes as a result of the WIN experience.

During phase I, the grantee developed a conceptual framework which specified the expected incentives and disincentives inherent in the WIN program, developed and pretested survey questionnaires for both current and former WIN participants, and designed a sample framework including both WIN I and WIN II populations in the experimental and control groups. During phase II, the grantee will administer the survey questionnaire to the selected sample groups, conduct labor market analyses of the occupational categories into which study subjects have been grouped, process and analyze the data, and interpret the findings.

2-073* The Income Dynamics of the Poor

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dr. Frank S. Levy, Department of Economics

Grant 42-06-74-04
Scheduled for completion spring 1976

Descriptors: WELFARE RECIPIENTS; LOW INCOME; TAXES; CULTURE OF POVERTY; POVERTY; WELFARE PATTERNS

The objective of the study is to identify the critical elements related to the income dynamics of the poor, and thereby provide a broad understanding of the processes involved within the context of the marginal tax rate and the work requirement. Three specific issues will be investigated: (1) The ways in which different kinds of families enter and leave poverty; (2) the ways in which families with children leave the AFDC and AFDC-U rolls; and (3) the relative importance of factors influencing the incomes of the working poor.

For the first issue, an analysis will be conducted of the University of Michigan Survey Research Center's Panel Study of Income Dynamics, which is a 5-year longitudinal study of 5,000 households. A picture will be developed from these data of the ways in which families enter and leave poverty and the frequency of such movements. The second issue will involve an analysis of a sample of AFDC and AFDC-U families drawn from the Alameda County, California Department of Welfare, to determine how families progress on the welfare rolls, the importance of the marginal tax rate, and the importance of social services in helping people leave the rolls. The third issue will focus on an analysis of the working poor based on data from the census employment surveys and Michigan panel study.

2-074* Job Patterns for WIN Terminees: A Comparative Study of Self-Placed and WIN-Placed Jobholders

PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Dr. Bradley R. Schiller

Contract 51-06-73-08
Scheduled for completion spring 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB PLACEMENT; SERVICE DELIVERY SYSTEMS; EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; ORIENTATION; SUPPORTIVE SERVICES

Objectives of the study are to: (1) Distinguish the differences between individuals who rely on placement assistance offered by ES/WIN and those who are self-placed; (2) delineate the kinds and patterns of employment associated with different modes of placement; (3) determine the extent to which the quality and accessibility of ES/WIN services vary across local areas; and (4) suggest new mechanisms for ES/WIN orientation.

A survey of 600 WIN terminees at 16 different WIN sites will be conducted. Data will be collected on a variety of demographic and psychological variables, including education and training, modes of placement and prior labor market experiences, work attitudes, job satisfaction, mobility patterns, and knowledge of and satisfaction with WIN services. An assessment of local WIN services also will be conducted to determine the degree of job development services provided, the extent of interagency cooperation, and perceived merits and shortcomings of local activities. Data will be analyzed so that the patterns of placement and mobility among WIN terminees can be described. These patterns will be explained on the basis of demographic, program, and local labor market conditions.

2-075 Legal Analysis of Work and Training Requirements Under the Work Incentive Program

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Contract 51-11-72-03
Project completed fiscal year 1972

Ann Hughes Hargrove
January 1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; EFFECTIVENESS OF PROGRAMS; WELFARE LEGISLATION

NTIS PB220568 ($5.45)

2-076 A Longitudinal Study of WIN Dropouts: Program and Policy Implications

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Contract 51-05-70-05
Project completed fiscal year 1973

Dr. David S. Franklin

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); MOTIVATION; DROPOUTS, MANPOWER PROGRAM REFORM

NTIS PB212033

2-077* Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Dr. Samuel Z. Klausner

Grants 12-42-74-11 and 51-42-73-05 (formerly contract 51-42-72-02)
Scheduled for completion summer 1975

Descriptors: WORK INCENTIVE PROGRAM (WIN); IMPACT OF MANPOWER POLICIES; FAMILIES; FATHERS; MOTHERS

This project is a study of the relationship between family structure and economic dependency. It is predicated on the hypothesis that where external economic factors and internal family factors predispose toward a matriarchal family authority structure, the probability of abandonment by the father increases and the chance of escaping economic dependency decreases.

The study builds upon a 2-year, two-wave panel of 480 welfare and 100 working poor households in Camden, N. J.. The economic and authoritative structures of those matrifocal families that have received work training will be compared with the structure of those that have not. The impact of the program on the reestablishment of nuclear families in these groups will be assessed. This sample will be supplemented by interviews with 100 fathers before and after WIN training. In addition, 600 low-income mothers will be interviewed following the birth of their first child. Both husband and wife will be interviewed 1 year and 2 years later, thereby catching families in the process of formation. A variety of socioeconomic data will be collected.

2-078 Preliminary Design of an Employment Alternative to Welfare

THE URBAN INSTITUTE
WASHINGTON, D.C.

Jodie T. Allen, Assistant Vice President for Research

Grant 51-11-73-01
Project completed fiscal year 1974

Descriptors: WELFARE PROGRAMS; NEGATIVE INCOME TAX; SUPPORTED EMPLOYMENT; MACROLEVEL ANALYSIS; FEASIBILITY STUDY; MODELS; GOVERNMENT WORK; PUBLIC EMPLOYMENT PROGRAMS

Most industrial nations have avoided the massive problem of welfare dependency that now exists in this country. This is due in large measure to the high priority given to full employment as an element of national policy. This project explores the issues, implications, and costs of a national system for the United States that would guarantee employment for all potentially employable, needy persons, and develops criteria for a limited test of this concept.

The hypothesized national employment program would employ a range of job development and creation strategies to insure a sufficient supply of jobs. Nonsubsidized jobs in the public and private sectors would be sought by the administrative agency. Wage bill subsidies might be offered to induce hiring of less productive applicants. New "supported employment" jobs geared to the productive capacity of the applicants would be created in the

---

*Ongoing project — final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

public sector. Training and supportive services would be available. Wage rates for created jobs would be structured to avoid disruption of the regular economy and to provide incentives to work. A residual negative income tax system of income maintenance would provide for the unemployable and assure adequate total income for large families.

The study developed the conceptual design of a program that appears feasible *a priori*, but finds that an empirical test is necessary to confirm or challenge the many working assumptions and hypotheses of the design.

THE CONCEPTUAL DESIGN OF AN EMPLOYMENT ALTERNATIVE TO WELFARE
October 1973

2-079 RECRUITING, PLACING, AND RETAINING THE HARD-TO-EMPLOY: A STUDY OF FACTORS INFLUENCING THE RETENTION OF PARTICIPANTS IN A CONCENTRATED EMPLOYMENT PROGRAM AND IN THEIR SUBSEQUENT EMPLOYMENT

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Contract 41-8-004-40
Project completed fiscal year 1972
October 1971

Report Descriptors: RECRUITMENT; JOB PLACEMENT; RETENTION OF TRAINEES; CONCENTRATED EMPLOYMENT PROGRAM; UNSKILLED WORKERS; EFFECTIVENESS OF PROGRAMS

NTIS PB204600

2-080 STAFF ATTITUDES AND SUCCESS OF THE WIN PROGRAM: A REPORT ON PHASE I RESULTS

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Contract 51-24-70-07
Project completed fiscal year 1972

Gloria Cowan

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); EMPLOYER ATTITUDES

NTIS PB205988

2-081 A STUDY OF THE RELATIONSHIP OF OVERINDEBTEDNESS AND GARNISHMENT TO EMPLOYABILITY AMONG MILWAUKEE WIN FAMILIES

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Contract 51-53-69-12
Project completed fiscal year 1972

Rita L. Youmans

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); GARNISHMENT OF WAGES; DEBTOR/CREDITOR RELATIONSHIP; JOB STABILITY; ATTITUDES

NTIS PB208335

2-082 A STUDY OF THE WORK ORIENTATIONS OF WELFARE RECIPIENTS PARTICIPATING IN THE WORK INCENTIVE PROGRAM

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Contract 51-09-69-02
Project completed fiscal year 1972

Leonard H. Goodwin

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); ATTITUDES; WORK ATTITUDES; MOTIVATION; MOTHERS

NTIS PB202812
MA

2-083* A STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES

MATHEMATICA, INC.
PRINCETON, N.J.

Mary J. Scowcroft

Contracts 20-34-74-23 and 11-34-74-01
Scheduled for completion summer 1975

Descriptors: WELFARE RECIPIENTS; INCENTIVES; FAMILIES; JOB SEARCH; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

The objective of the study is to gain and provide knowledge about what happens to persons and families of persons who have exhausted unemployment insurance benefits.

Five hundred persons who have exhausted unemployment insurance benefits in four different sites will be interviewed personally at two points in time. The first interview will be at the time of exhaustion of benefits and the second interview will take place approximately 4 months later.

2-084 TAX CREDIT FOR WAGES PAID TO WORKERS HIRED FROM WIN OR WELFARE ROLLS

BUREAU OF NATIONAL AFFAIRS (BNA)
WASHINGTON, D.C.

Contract 82-11-72-20
Project completed fiscal year 1972

TAX CREDIT FOR WAGES PAID TO WORKERS HIRED FROM WIN OR WELFARE ROLLS—SPECIAL PERSONNEL POLICIES FORUM SURVEY

John V. Schappi
1972

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE LEGISLATION; PERSONNEL ADMINISTRATION; EMPLOYER ATTITUDES

NTIS PB212222

2-085* A TEST OF THE IMPACT OF FLEXIBLE WORK SCHEDULES FOR WELFARE PARTICIPANTS

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Dr. David S. Franklin

Grant 51-06-73-07
Scheduled for completion spring 1975

Descriptors: WELFARE RECIPIENTS; MOTHERS; WORK SCHEDULES; WELFARE DEPENDENCY; LABOR FORCE PARTICIPATION; WORK INCENTIVE PROGRAM (WIN); JOB PLACEMENT; JOB RETENTION; CHILD DAY CARE; EMPLOYER ATTITUDES

This project is evaluating the effectiveness of flexible work hours for mothers receiving welfare payments and the impact of such programs on welfare dependency.

Using a study group of 100 mothers, the project will: (1) Develop a variety of work schedules; (2) determine employer attitudes toward flexible schedules and their preferences for different arrangements, according to type of industry and job class; (3) estimate the cost of developing such arrangements; (4) select regular WIN enrollees for the project; and (5) assess the impact of flexible schedules on WIN and labor force participation rates, job placement and job retention, and welfare and day care costs.

2-086 UNDERGRADUATE SOCIAL WORK EDUCATION AND THE NEEDS OF THE WIN PROGRAM

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Contract 51-24-69-09
Project completed fiscal year 1973

Dr. Phillip M. Marcus

Report Descriptors: SOCIAL SERVICE EMPLOYEES; COLLEGE GRADUATES; WORK INCENTIVE PROGRAM (WIN); CURRICULA; UNIVERSITIES AND COLLEGES
MA

2-087 WELFARE CAREERS AND LOW-WAGE EMPLOYMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Contract 51-24-69-05
Project completed fiscal year 1973

Louis A. Ferman and Joe A. Miller

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB STABILITY; DUAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; WELFARE RECIPIENTS

NTIS PB221197 ($6.75)
MA

LOW WAGES AND THE WORKING POOR

Barry Bluestone et al.

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB STABILITY; DUAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; POVERTY

NTIS PB206095 ($6)

2-088 WIN HEALTH ASSESSMENT PROJECT

OFFICE OF WORK INCENTIVE PROGRAMS, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Merwin Hans, Director of WIN Program

Grant 42-11-73-04
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); HEALTH CARE; SUPPORTIVE SERVICES; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB PLACEMENT

The purpose of this project is to: (1) Determine whether an interview or a self-administered questionnaire is an efficient and accurate means of identifying WIN participants who are likely to terminate training for health reasons; (2) determine which of the above two techniques provides more accurate information for WIN staff to form judgments about the probability of termination for health reasons; and (3) recommend a standard screening procedure for health problems which can be implemented on a nationwide basis.

Registrants, called in for appraisal at four separate WIN sites, were randomly divided into two groups of 50 persons each. One group at each site was asked to complete a check list type of questionnaire; the second group was interviewed by WIN staff using a standard interview format. All persons were then given a physical examination and rated by the examining physician into one of the following categories: (1) No work limitations; (2) able to work full time with some limitation; (3) temporarily unable to work; and (4) unable to work indefinitely. Self-administered questionnaires and staff interviews were then compared with physicians' ratings.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Staff interview results showed agreement with physicians' estimates in 93 percent of the cases and self-administered questionnaires showed agreement in 90 percent of the cases.

A field memorandum and copy of the self-administered questionnaire was made available to all State WIN sponsors. Use of the form is optional. If used, the questionnaire should be administered at the time of registration since it is designed to be completed by the registrant.

2-089 WIN RESEARCH FINDINGS UTILIZATION PROJECT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. Louis A. Ferman, Institute of Labor and Industrial Relations

Grant 51-26-72-07
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); CONFERENCES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

The conference examined the implications of research findings on the earlier WIN program for WIN II. It also provided an opportunity for operational level-personnel, administrators, State officials, and Federal and regional staffs to discuss problems involved in starting up a new program.

The conference was structured to achieve maximum participation involvement. The conference schedule included mini-lectures and panel presentations, research dissemination seminars, skill-research workshops, and State-level meetings dealing with operational concerns.

WIN II; MAKING A DIFFERENCE (REPORT OF A CONFERENCE SEPTEMBER 19-21, 1972)

S. Bernard, L. Ferman, A. Lauffer, and G. Mink
1973

NTIS PB231530/AS ($3.25 HC, $1.45 MF.)

2-090* WORK AND WELFARE PATTERNS OF LOW-INCOME FAMILIES WITH AN APPLICATION TO THE PROBLEM OF CATEGORIZATION

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Grant 51-25-73-03
Scheduled for completion winter 1976

Descriptors: WELFARE PATTERNS; EMPLOYMENT PATTERNS; WORK INCENTIVE PROGRAM (WIN); WELFARE RECIPIENTS; JOB PLACEMENT; AID TO FAMILIES WITH DEPENDENT CHILDREN

The first part of the study involves two objectives: (1) A longitudinal survey of the work and welfare patterns of low-income families over a 5-year period to determine their work and welfare histories, the reasons for the observed patterns, the differences between the patterns of the welfare poor and nonwelfare poor, and the implications of those patterns for manpower policy; and (2) the application of those findings to the problem of calculating the cost of requiring classes of AFDC recipients to work. The second part of the study will analyze the placement potential of food stamp recipients and assess the impact of the work registration requirement.

Labor market and welfare experiences of low-income families will be traced over a 5-year period (1966-1971), using data already gathered by the Survey Research Center of the University of Michigan. That study, covering 5,000 families, will be supplemented by data tapes from a negative income tax study conducted by the Institute for Research on Poverty. With regard to the categorization problem, net costs for providing a given income to classes of families will be estimated for programs with differing degrees of work requirement regulations. For the food stamp portion of the study, 500 heads of households in each of five sites will be surveyed. Data will be collected with respect to demographic characteristics, employment histories, wage rates, and job search activity.

2-091 THE WORK INCENTIVE (WIN) PROGRAM: MAKING ADULTS ECONOMICALLY INDEPENDENT

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 51-40-69-01
Project completed fiscal year 1973

VOL. 1

Samuel Z. Klausner, with chapters by Jesse Bernard, Stephen Cole, Robert Lejeune, James A. Davis, Sar A. Levitan, Martin Rein, and Sheldon R. Roen

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE DEPENDENCY; SOCIAL CHANGE; MOTHERS; FAMILIES

NTIS PB220204 ($6)
MA

VOL. 2, BIBLIOGRAPHY AND APPENDICES

Samuel Z. Klausner and Sheldon R. Roen

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE DEPENDENCY; SOCIAL CHANGE; MOTHERS; FAMILIES

NTIS PB220205
MA

2-092* YOUTH IN THE WIN PROGRAM: PROBLEMS OF RETENTION AND PLACEMENT OF WIN ENROLLEES UNDER THE AGE OF 22

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Contract 51-11-72-04
Scheduled for completion fall 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); YOUNG WOMEN; JOB PLACEMENT; JOB RETENTION; PREDICTION OF SUCCESS IN PROGRAMS

The initial objectives of this study were: (1) To identify those problems and situations encountered by Work Incentive Program (WIN) enrollees under 22 which are not faced by enrollees in other age groups; and (2) to determine how problems peculiar to this group are related to success rates in WIN, the organization and characteristics of local WIN programs, characteristics of the total WIN clientele in a given program, and broader community features such as the prevailing economic and social climate.

During phase I of the youth study, mail questionnaires were sent to local office managers of 100 WIN projects to collect baseline data on young enrollees and to study the effects of WIN program characteristics on dropout, placement, and termination rates. During phase II, 600 WIN enrollees under 22 were interviewed on their biographical characteristics and their perceptions of, and experiences in, the WIN program. WIN staff at each of 10 WIN projects were interviewed on those program features and problems identified in phase I as associated with high dropout and low placement rates for enrollees under 22. Data were analyzed to identify those factors (programmatic, enrollee characteristic, or environmental) which contribute in a unique way to the success and failure of WIN enrollees under 22, as compared with those in other age groups.

Since this analysis indicated that the number of 16- and 17-year-old enrollees was too small to provide a statistically significant sample, the study design was modified to use the WIN and post-WIN experiences of participants aged 18 to 22, along with interviews of 16- and 17-year-olds at three selected sites.

2-092A* A SURVEY OF EMPLOYERS' INTENTIONS TO USE THE WIN TAX CREDIT PROGRAM

Descriptors: WORK INCENTIVE PROGRAM (WIN); TAXES; GOVERNMENT PROGRAM IMPACT ON MANPOWER; WORK INCENTIVES; INDUSTRY PRACTICES

The objective of this study was to determine whether employers were aware of and/or were planning to take advantage of the newly passed legislation to give tax credits to employers for hiring WIN enrollees (Talmadge Amendment).

The contractor mailed questionnaires to a sample of private employers who had previously hired WIN participants. (A companion effort by the Bureau of National Affairs also surveyed a panel of employers who are regularly surveyed on personnel policies.)

This survey of 205 private employers with previous experience in hiring WIN enrollees (28 percent response) revealed that: (1) Most were unaware of WIN Tax Credit Program (WTCP); (2) most did not intend to participate; (3) additional financial incentives would not increase participation; (4) nonparticipation was a result of slack economy, WTCP red tape, union regulations, and lack of knowledge of the program; (5) participants were larger firms motivated by social obligations rather than financial incentives; and (6) crude extrapolation of survey results indicated that 2,000 employers might hire 34,000 WIN enrollees at $1.95 an hour. Assuming retention of the employees for the required time, the related potential tax revenue would be $132 million.

These findings, while suggestive of current employer knowledge and intentions, should be treated with caution because of the small sample size and the low response rate.

EMPLOYER INTENTIONS TO USE THE WIN TAX CREDIT PROGRAM: A SURVEY OF EMPLOYERS WHO HAD PREVIOUSLY HIRED WIN ENROLLEES

J. David Roessner
August 1972

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); TAXES; GOVERNMENT PROGRAM IMPACT ON MANPOWER; WORK INCENTIVES; EMPLOYER ATTITUDES

NTIS PB220210
Also available from Bureau of Social Science Research, 1990 M Street, N.W., Washington, D.C. 20036.

21. WOMEN

2-093 EMPLOYER SPONSORED CHILD DAY CARE CENTER FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

NATIONAL CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

Thomas C. Taylor and Mattie P. Jackson

Contract 82-11-72-12 (formerly 82-09-70-07 and 82-09-68-43)
Project completed fiscal year 1974

Descriptors: ABSENTEEISM; TURNOVER; LABOR FORCE PARTICIPATION; EMPLOYER SERVICES; CHILD DAY CARE; DISTRICT OF COLUMBIA

The objective of this project is to provide a model of employer-sponsored child day care which will increase employee stabilization by reducing absenteeism and turnover and fostering the personal growth of parent employees.

Parent employees using the child day care service are being compared to parent employees in a control group not utilizing the service to determine its effect on employee stabilization.

Although there are no definitive findings at this time, investigators recommend continuation of the child day

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

care service with an expanded evaluation design to determine its effectiveness for employee stabilization.

CHILD DAY CARE DEMONSTRATION PROJECT FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES
December 1972

Report Descriptors: EMPLOYER SERVICES; CHILD DAY CARE

NTIS PB221288

AN EXPERIMENT IN EMPLOYER SPONSORED DAY CARE
July 1970

Report Descriptors: EMPLOYER SERVICES; CHILD DAY CARE

NTIS PB198985

2-094 HEALTH AND NUTRITIONAL STATUS OF WORKING AND NONWORKING MOTHERS IN POVERTY GROUPS

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Daphne A. Roe and Michael C. Latham, Graduate School of Nutrition

Contract 51-36-71-02
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); HEALTH; HEALTH CARE; WELFARE RECIPIENTS; EMPLOYMENT PATTERNS; NUTRITION; MOTHERS; POVERTY

The objective of the study was to determine the relationship between the health status of welfare women, and their labor market participation.

A sample population of 470 middle-aged, rural/urban women in upstate New York were studied through questionnaires, physical examinations, and laboratory tests. Complete employment histories also were collected.

It was found that current medical complaints, nervous symptoms, and physical and mental disabilities were associated with unemployment. Most medical findings were of preventable, chronic ailments. Dental conditions were poor with evidence of neglect. Obesity, the most common nutritional problem, was associated with unemployment. This association can be explained by the tendency of obesity to cause secondary disabling illnesses. Disabilities arising early in life influenced current welfare status.

The project recommends development of positive health attitudes, provision of early and preventive medical and dental care, health education programs, development of exercise and diet programs to prevent obesity, physical and vocational rehabilitation programs, improved family planning services, and special job training for women with disabilities.

Daphne A. Roe and Kathleen R. Eickwork
December 1973

NTIS PB226821/AS ($6.25 HC., $1.45 MF.)
MA

2-095 UNEMPLOYMENT AMONG BLACK TEENAGE FEMALES IN URBAN POVERTY NEIGHBORHOODS

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.

Contract 41-0-004-34
Project completed fiscal year 1972
June 1972

Report Descriptors: YOUNG WOMEN; FAMILIES; BLACKS; UNEMPLOYMENT; TEENAGERS; POVERTY AREAS

NTIS PB210210

2-096* WISCONSIN MATERNITY LEAVE AND FRINGE BENEFITS: POLICIES, PRACTICES AND PROBLEMS

STATE OF WISCONSIN, BUREAU OF COMMUNITY SERVICES, DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Jennifer Gerner

Grant 21-55-73-22
Scheduled for completion fall 1974

Descriptors: SEX DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WOMEN; MATERNITY EMPLOYMENT PRACTICES; UNION ATTITUDES; FRINGE BENEFITS; INDUSTRY PRACTICES

This study is examining the current policies and practices of employers and unions and their effects on employment patterns for women.

The researchers are interviewing employers, union representatives, and workers in 300 Wisconsin firms; analyzing labor-management contracts and personnel policies relating to maternity leave, and to the different treatment accorded men and women in such matters as wages, fringe benefits, and work rules; and ascertaining workers' perceptions of equal opportunity in employment.

Early indications are that the EEOC guidelines regarding maternity leave are not being well enforced. Maternity leave is treated as temporary leave of absence and not as normal sickness disability. Consequently, women workers may lose some benefits.

Other discrepancies in treatment of men and women are not easily identifiable. In a survey of unionized workers the researchers found that health plans stipulate a head-of-household requirement which usually meant men but not women were eligible to enroll their families and themselves.

A cost analysis reveals that if maternity leave were treated as a disability, the cost would be one percent of the total wages and fringes in all industries. In hospitals and school districts, the two industries where women predominate, the cost would be two and a half percent of the total.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

2-097* Women and Girls Employment Enabling Services (WAGEES)

HEALTH AND WELFARE PLANNING COUNCIL OF
MEMPHIS AND SHELBY COUNTY
MEMPHIS, TENN.

Leathia Thomas

Contract 88-47-72-02
Scheduled for completion summer 1974

Descriptors: WOMEN; YOUNG WOMEN; UNDEREMPLOYMENT; UNEMPLOYED; JOB PLACEMENT; JOB MATCHING; PLANT SHUTDOWN; WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES); VOLUNTEERS

This is a special project using trained volunteers to aid and supplement existing agency efforts to expand employment opportunities for women.

The grantee will: (1) Interview unemployed and underemployed women workers to determine their need for placement and/or supportive services, make referrals to community agencies offering such services, follow through on referrals, and intercede when necessary; (2) work with, seek advice from, and seek to influence employers, unions, and other agencies in creating entry into areas traditionally closed to women; and (3) recruit and train volunteers to assist staff in carrying out these functions, and thereby involve local citizenry in achieving a fuller utilization of women.

2-098* Workshop on Research Needed to Improve the Employment and Employability of Women

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-74-28
Scheduled for completion fall 1974

Descriptors: CONFERENCES; WOMEN; WOMEN'S OCCUPATIONS; EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL MOBILITY; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; UPGRADING; MINORITIES; WORK SCHEDULES

The purpose of this 1-day workshop on the employment situation of women is to: (1) Review research needs already identified; (2) determine other areas in which research needs are unmet; and (3) establish priorities among these areas.

Papers are to be presented on special research problems relating to minority women, part-time employment and flexible work schedules, barriers to entry and reentry to the labor market, and upward mobility of private household workers. The priorities identified and recommendations made by the participants in the workshops will be summarized by the Women's Bureau and made available to the Manpower Administration, other government agencies, women's organizations, private foundations, and interested individuals.

2J. YOUTH

2-099* Adolescent Minority Females In an Urban Labor Market

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.
AND
NORTHSIDE CENTER FOR CHILD DEVELOPMENT
NEW YORK, N.Y.

Richard Cloward and Dr. Mamie P. Clark

Grant 42-36-73-03
Scheduled for completion fall 1974

Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; TRANSITION TO WORK; YOUNG WOMEN; BLACKS; DROPOUTS; MOTIVATION

This project is attempting to test and determine the impact and effectiveness of a model youth program upon the motivation of black women school dropouts aged 16 through 19, in an urban ghetto. Peer group reinforcement is used and peer aides are used as role models.

The participants attend peer group sessions up to 15 hours per week. The sessions, facilitated by peer group aides of similar social and economic circumstances, focus on employment, labor market information, training, and related activities.

The tentative findings indicate that the peer group reinforcement model is a useful means of improving employment behavior.

2-100 Assessment of Pilot Vocational Exploration in the Private Sector (VEPS) NYC In-School/Summer Program

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Dr. George D. Wendel, Center for Urban Programs

Contract 82-29-71-34
Project completed fiscal year 1974

Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; YOUTH; CAREER EXPLORATION; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

This project was designed to monitor and analyze the development and operation in eight cities of a new year-round in-school Neighborhood Youth Corps (NYC) program, Vocational Exploration in the Private Sector (VEPS), in order to: (1) Determine if the results warrant continuing VEPS; and (2) develop an improved design and guidelines.

Seven operating programs were intensively studied and three field visits were made to each program. Data were

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

obtained from enrollee records and through interviewing employers and local participating agencies such as the National Alliance of Businessmen, the Department of Health, Education, and Welfare, and the Department of Labor.

Information was obtained on 433 enrollees in the seven cities intensively monitored. Results indicated a reduction in the school dropout rate, improved academic achievement, improved school attendance, improved disciplinary status, and continued employment, education, or military service for program completers. Problems observed in VEPS were specified and changes recommended. The suggested guidelines covered administrative structure and staff, selection of participants, job development, pre-job orientation, counseling and employer contact, and vocational exploration.

The contractors concluded that the VEPS program is a significant, meaningful, and successful extension of the NYC basic concept. It was felt that VEPS should be continued in 1972 and further, that with the incorporation of the modifications, it should be implemented in other cities for further testing and perhaps implemented nationwide in 1973.

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: FINAL REPORT AND ASSESSMENT, 1971-72

Donald P. Sprengel and E. Allan Tomey
February 1973

Report Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; DROPOUTS; CAREER EXPLORATION; TRANSITION FROM SCHOOL TO WORK
MA LIMITED QUANTITIES AVAILABLE

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: MODEL FOR IMPLEMENTING THE 1972-73 GUIDELINES

Donald P. Sprengel and E. Allan Tomey
May 1972

Report Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; DROPOUTS

2-101 COMMUNITY ELITE CORPS

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Contract 42-0-002-05 (formerly Contract 42-9-004-05)
Project completed fiscal year 1973

FINAL REPORT ON COMMUNITY ELITE CORPS

Ted Watkins
August 1973

Report Descriptors: COMMUNITY ELITE CORPS; NEIGHBORHOOD YOUTH CORPS (NYC); GHETTO RESIDENTS; WORK EXPERIENCE PROGRAMS
MA

2-102* DAY CARE—NYC YOUTH HELPER PROGRAM

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Mary Conway Kohler

Grant 42-1-004-36
Scheduled for completion fall 1974

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); WORK EXPERIENCE PROGRAMS; CHILD DAY CARE; MEXICAN AMERICANS; MODELS; BLACKS

This project is exploring the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day care centers. The purpose of this work experience model is to: (1) Facilitate development of effective work habits; (2) provide exposure to a number of career opportunities, including the field of day care; and (3) better prepare participating youth for parental responsibilities.

The grantee established the new model at several locations among rural, urban, and suburban populations, including black, white and Mexican-American students, and began development of materials for the use of others in implementing the model at new locations.

During the final phase of the project, the grantee will refine its manuals and other products, and conduct an assessment of the impact of the model on participating students and institutions.

2-103 DEMONSTRATION PROJECT TO DESIGN, DEVELOP, AND TEACH A MODEL HEALTH CARE CAREER PROGRAM FOR THE NEIGHBORHOOD YOUTH CORPS

CAREER DEVELOPMENT INTERNATIONAL, INC.
BOSTON, MASS.

Contract 82-25-71-46
Project completed fiscal year 1973

Charles D. Orth III and Frederic Jacobs
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE; ON-THE-JOB TRAINING (OJT); WORK-STUDY PROGRAMS; WORK ATTITUDES; CAREER EXPLORATION; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB221456 ($3)
MA

2-104 DEMONSTRATION PROJECT TO EXPAND THE "NYC GOES TO A COMMUNITY COLLEGE" MODEL TO THE NYC-2 (OUT OF SCHOOL) PROGRAM

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

J. W. McDaniel

Contract 42-06-71-01
Project completed fiscal year 1974

Descriptors: YOUTH PROGRAMS; YOUTH; NEIGHBORHOOD YOUTH CORPS (NYC); DISADVANTAGED; UNIVERSITIES AND COLLEGES

The project explored the feasibility of extending the "NYC Goes to a Community College" model to the out-of-school Neighborhood Youth Corps component as a means of enhancing educational-vocational benefits for enrollees.

The contractor tried out three NYC-2 models involving coordination of services between NYC and community colleges. Model I is a plan for helping individual NYC-2 enrollees obtain immediate entry and make full use of community college counseling and courses in preparing for careers. Model II is a plan for using a vestibule in-group experience on campus before NYC-2 enrollees are assimilated in regular community college programs. Model III is a plan for adapting a total community college program to fit the career preparation needs of NYC-2 enrollees.

Community colleges in Chicago, St. Louis, Phoenix, Denver, and Imperial, Calif., in cooperation with local NYC sponsors, are using the models to conduct work experience and community college study projects for out-of-school NYC enrollees.

Findings are that: (1) The program model works; and (2) the combining of a college campus environment, college courses for credit, work for pay, and educational and personal counseling is beneficial to out-of-school NYC enrollees in helping them develop new career plans and new levels of self-confidence.

NYC-2 GOES TO COMMUNITY COLLEGE

August 1973

Report Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT); GUIDELINES FOR MANPOWER PROGRAMS

2-105 Demonstration Project to Guide In-School NYC Enrollees to Higher Education and Careers in the Health Field

AMERICAN SCHOLARSHIP ASSOCIATION
NEW YORK, N.Y.

Contract 42-0-003-34
Project completed fiscal year 1972

THE WESTCHESTER PROGRAM—A LEARNING CENTER—WORK EXPERIENCE DESIGN

Karyl F. Josman and Dr. Virginia Staudt Sexton
January 1972

Report Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT); NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS

2-106 A Demonstration Project for In-School Neighborhood Youth Corps Enrollees Employed in Action-Research

EDUCATION AND TRAINING ASSOCIATES, INC.
NEW HAVEN, CONN.

Grant 42-0-004-7 and Contract 42-1-005-09
Project completed fiscal year 1972

Ralph A. Paolillo, Jr.

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ATTITUDES; WORK EXPERIENCE PROGRAMS; SOCIAL SCIENCES; HIGH SCHOOLS; CONNECTICUT, NEW HAVEN; MASSACHUSETTS, BOSTON

NTIS PB219641

2-107* Developing Model NYC Programs for Rural Youth

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Dr. Guy H. Miles, Vice President

Contract 41-1-001-27
Scheduled for completion winter 1975

Descriptors: MODELS; RURAL AREAS; NEIGHBORHOOD YOUTH CORPS (NYC); IOWA; MINNESOTA; NEBRASKA

This project builds upon the results of the researcher's earlier study of NYC projects (Contract 41-7-006-25) for rural youth in the North Central States. The present study has four phases. Phase I developed a model program emphasizing those factors shown by the prior research to have a positive effect on the future of the program enrollees. Three models were operated during phase II and baseline data on the operations were collected. Phase III determined how effective the rural youth program has been by comparing the occupational and social adjustment attained by youths who completed the program with the adjustment of matched control subjects who had not been in it. Phase IV will determine the impact of models on the second series of enrollees who participated in Minnesota and Iowa.

The model program for rural youth in the North Central States, which was the result of previous research, is being tested at three different sites: in northern Minnesota, southern Iowa, and central Nebraska. The baseline data collected during the operation of the experimental program were used to match youths who participated in the experimental program with youths from the control area. The matching variables were sex, race, and an intelligence measure. The baseline data show that the experimental and control subjects, who will be included in the followup study of program effectiveness, are comparable.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE NORTH CENTRAL STATES (PHASE I)

April 1971

DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH (PHASE I FINAL REPORT)

VOL.1, GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE NORTH CENTRAL STATES; VOL.2, THREE MODEL PROJECTS FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM; VOL.3, HANDBOOKS FOR THE EXPERIMENTAL RURAL YOUTH PROGRAM

Dr. Guy H. Miles and David L. Thompson
May 1971

Report Descriptors: MODELS; RURAL AREAS; NORTH CENTRAL STATES; YOUTH; GUIDELINES FOR MANPOWER PROGRAMS; HANDBOOKS

NTIS PB202826

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (PHASE II FINAL REPORT)

VOL. 1, EXPERIMENTAL OPERATIONS

Joseph M. Reid
June 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

VOL. 2, BASELINE DATA FOR EXPERIMENTAL AND CONTROL GROUPS

Joseph M. Reid and Guy H. Miles
September 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (FINAL REPORT PHASE III): THE PROJECT'S FIRST YEAR

Joseph M. Reid and Guy H. Miles
May 1974

Report Descriptors: ASSESSMENT AND EVALUATION; RURAL AREAS; NORTH CENTRAL STATES; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); MODELS

2-108* EXPERIMENTAL MANPOWER LABORATORY TO TEST INNOVATIVE MANPOWER DEVELOPMENT STRATEGIES FOR DISADVANTAGED YOUTH

MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

Leonard P. R. Granick, Director, Experimental Manpower Laboratory

Contract 42-36-73-02 (formerly Contracts 82-36-71-07 and 82-34-69-21)
Scheduled for completion fall 1974

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); MANPOWER PLANNING AND ADMINISTRATION; ENGLISH AS A SECOND LANGUAGE (ESL); YOUTH; TRAINING PRACTICES; NEW YORK, NEW YORK

The Experimental Manpower Laboratory is exploring the feasibility and value of various innovative strategies for programs to meet the manpower development needs of disadvantaged persons, particularly youth. Laboratory staff have the capability for designing and operating local manpower programs and for applying research methods in analyzing such programs. Mobilization for Youth provides an action-research setting on the lower east side of New York City and is geared to develop, run, and measure the effectiveness of new manpower program techniques.

Currently, the laboratory is concentrating on: training techniques based on contingency management principles; new methods of teaching English as a second language; relationships between enrollee characteristics and program outcomes; and a synthesis of E&D findings on youth for CETA sponsors of programs in large metropolitan areas.

The diversity of the laboratory's work is reflected in the large number of manuals, monographs, and field research reports it has produced. These publications deal with research on the characteristics of the youth population served at MFY, MFY's experience in dealing with programmatic issues and problems in operating a youth programs, and innovative approaches developed and tested at MFY to improve the employability and employment experience of disadvantaged youth.

FULFILLING THE POTENTIAL OF NYC-2 (FOUR MONOGRAPHS: INTEGRATING REMEDIAL EDUCATION INTO NYC TRAINING PROGRAMS; CRITERIA FOR THE SELECTION AND TRAINING OF NYC WORK SUPERVISORS; NEW DIRECTIONS IN VOCATIONAL COUNSELING OF NYC TRAINEES; THE UTILIZATION OF INDUSTRIAL ADVISORY COMMITTEES TO INCREASE EMPLOYMENT OPPORTUNITIES)

Jerome G. Schenkman, Fred Lorber, Betty Pudney, and Richard Tobias
July 1970

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); BASIC EDUCATION; COUNSELING AND GUIDANCE; CETA SERVICES AND PLANNING; JOB DEVELOPMENT; MANPOWER PROGRAM STAFFING

NTIS PB199437

INDUSTRIAL GUIDELINES FOR UNDERTAKING A HARD-CORE EMPLOYMENT PROGRAM: AN ANALYTIC CASE STUDY OF THE EXPERIENCE OF AN URBAN INDUSTRIAL ORGANIZATION

Emily M. Schneider
December 1970

Report Descriptors: INDUSTRIAL WORKERS; ON-THE-JOB TRAINING (OJT); YOUTH; HARD CORE

NTIS PB199481

PROBLEMS OF THE DISADVANTAGED IN TEST TAKING

Abe Helfand and Dr. Irwin Feifer
December 1970

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING

NTIS PB199431

THE WORK SAMPLE: REALITY-BASED ASSESSMENT OF VOCATIONAL POTENTIAL

Paul McHugh
December 1970

Report Descriptors: WORK SAMPLING; TESTING; HANDBOOKS

NTIS PB199474

APPLICATIONS OF VIDEOTAPE RESOURCES IN MANPOWER DEVELOPMENT PROGRAMS

Paul McHugh
December 1972

Report Descriptors: OCCUPATIONAL TRAINING; COUNSELING AND GUIDANCE; HANDBOOKS; VIDEOTAPES

NTIS PB214047 ($3.75)

THE EXPERIMENTAL MANPOWER LABORATORY'S R&D PURSUITS FROM 12/16/70-12/15/72 AND R&D PROJECTS TO BE UNDERTAKEN FROM 12/16/72-4/15/74: DEVELOPMENT AND EVALUATION OF INNOVATIVE STRATEGIES FOR ENHANCING EMPLOYMENT FOR THE HARD-TO-EMPLOY

1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); EMPLOYABILITY DEVELOPMENT; HARD CORE; NEW YORK, NEW YORK

NTIS PB214163 ($9 HC., $1.45 MF.)

FIELD EXPERIMENTS IN MANPOWER ISSUES (THREE REPORTS: THE EFFECTS OF MONETARY INCENTIVES ON THE LEARNING OF REMEDIAL ENGLISH BY DISADVANTAGED TRAINEES; THE REWARD PREFERENCES OF NEIGHBORHOOD YOUTH CORPS TRAINEES: NECESSITIES VS. LUXURIES; AND THE FEASIBILITY OF COUPLING AVAILABLE MANPOWER DEVELOPMENT SERVICES WITH RESIDENTIAL ADDICTION TREATMENT FACILITIES: I. THE RESIDENTS' VIEWPOINT).

Bruce K. Eckman and Dr. Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL); DRUG USERS

NTIS PB211804

FIELD EXPERIMENTS IN MANPOWER ISSUES: THE REWARD PREFERENCES OF NYC TRAINEES: II-

PROGRAM TENURE CORRELATES OF DIFFERENTIAL PREFERENCES

Bruce K. Eckman and Judith Simmons
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES

NTIS PB214062

FULFILLING THE POTENTIAL OF NYC-2 (SIX MONOGRAPHS: USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTORS; PREVENTIVE PHONETICS FOR TEACHING ENGLISH PRONUNCIATION TO SPANISH-SPEAKING TRAINEES; A STUDY OF THREE MAJOR TEXTBOOKS WHICH USE THE AUDIOLINGUAL METHOD FOR TEACHING ENGLISH AS A SECOND LANGUAGE; OPERATING A PUBLIC SERVICE BUSINESS AS A NEIGHBORHOOD YOUTH CORPS TRAINING SITE; OVERENROLLMENT PROBLEMS IN A MANPOWER TRAINING PROGRAM; AND GUIDELINES IN THE UTILIZATION OF TRAINING INCENTIVES)

Fred Lorber and others
August 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); JOB DEVELOPMENT; PUBLIC EMPLOYMENT PROGRAMS; ENGLISH AS A SECOND LANGUAGE (ESL); TRAINING PRACTICES; TRAINING PROGRAM MANAGEMENT; TRAINING INCENTIVES

NTIS PB211814

COMBINING PROFESSIONAL ROLES TO OPTIMIZE PROGRAM DELIVERY

Harold Reinish
November 1972

Report Descriptors: MANPOWER PROGRAM STAFFING

NTIS PB213988

DROPOUT PREVENTION: A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); VOCATIONAL EDUCATION

NTIS PB213986

GUIDELINES FOR EFFECTIVE PLACEMENT AND FOLLOW-UP ON OUTSTATIONED NYC-2 JOB TRAINING SITES

Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213987

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

LINKING THE NEIGHBORHOOD YOUTH CORPS AND MA-JOBS PROGRAMS INTO A SEQUENTIAL TRAINING EMPLOYMENT MODEL

Fred Lorber and Dr. Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213898

THE PRE-PROGRAM ORIENTATION: TOWARD ENHANCING SUCCESS IN NYC-2 JOB TRAINING

Frank Broughton and Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213897

REFINING NYC-2 GUIDELINES: TOWARD AN EXPANDED DEFINITION OF ASSESSMENT

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ASSESSMENT AND EVALUATION

NTIS PB213985

TOWARD AN EXPANDED DEFINITION OF ASSESSMENT: I. THE DETERMINATION OF VIABLE JOB TRAINING AREAS

Joel R. Seldin
November 1972

Report Descriptors: LABOR MARKET INFORMATION; MANPOWER PROGRAM MANAGEMENT; OCCUPATIONAL TRAINING; HANDBOOKS

NTIS PB213989

USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN PUBLIC AND PRIVATE SECTORS: II. THE CONSORTIUM MODEL

Jerome G. Schenkman and Emily Rodriguez
November 1972

Report Descriptors: ON-THE-JOB TRAINING (OJT); CONSORTIA

NTIS PB213896

IDENTIFYING ON-THE-JOB BEHAVIORAL MANIFESTATIONS OF DRUG ABUSE: A GUIDE FOR WORK SUPERVISORS

Harold Reinish
October 1971

Report Descriptors: DRUG USERS; WORK EXPERIENCE PROGRAMS; JOB PERFORMANCE; WORK ATTITUDES; SUPERVISION; HANDBOOKS

NTIS PB211731 ($4.50)

MAXIMIZING YOUR TRAINING EFFICIENCY: THE APPLICATION OF BEHAVIORAL PRINCIPLES TO JOB TRAINING

WORKBOOK

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214018

MANUAL

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214021

THE NEIGHBORHOOD YOUTH CORPS GOES TO FIJI: JOB TRAINING FOR ANOTHER SOCIETY'S DISADVANTAGED YOUTH

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); INTERNATIONAL MANPOWER

NTIS PB213864

NEW APPROACHES TO WORK SAMPLE UTILIZATION

Paul McHugh
October 1971

Report Descriptors: WORK SAMPLING; TESTING; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB211788

PROBLEMS IN THE APPLICATION OF BEHAVIOR MODIFICATION PRINCIPLES FOR TEACHING JOB-REQUIRED BEHAVIORS TO DISADVANTAGED MANPOWER TRAINEES

Dr. Irwin Feifer and others
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT; CONFERENCES

NTIS PB213865

TEACHING JOB-RELATED BEHAVIORAL COMPETENCIES THROUGH THE USE OF PRESCRIBED LEADER INTERVENTIONS WITHIN A STRUCTURED GROUP COUNSELING PROGRAM

Richard Tobias
November 1972

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; CONFERENCES

NTIS PB213863

TEACHING JOB-REQUIRED BEHAVIORS VIA THE SYSTEMATIC USE OF PRESCRIBED GROUP

COUNSELING INTERVENTIONS: THE PROGRAM AND ITS OPERATIONAL FEASIBILITY

Richard Tobias
October 1971

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE

NTIS PB211787

TRAINING THE HARD-TO-EMPLOY IN JOB-REQUIRED BEHAVIORAL SKILLS: GROUP COUNSELING MATERIALS

Dr. Irwin Feifer and others
November 1971

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; VIDEOTAPES; HANDBOOKS

NTIS PB211696
MA THE VIDEOTAPE WHICH ACCOMPANIES THE MANUAL IS AVAILABLE ON LOAN THROUGH THE MANPOWER ADMINISTRATION.

TRAINING MANPOWER DEVELOPMENT WORK SUPERVISORS IN THE USE OF BEHAVIOR MODIFICATION TECHNIQUES TO TEACH JOB-REQUIRED SKILLS

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; STAFF TRAINING; VOCATIONAL TRAINING; CONFERENCES

NTIS PB213862

SERVICE VS. RESEARCH IN A MANPOWER DEVELOPMENT AGENCY: THE IMPACT OF THE INTRODUCTION OF CONTROLLED RESEARCH ON STAFF MORALE

Dr. Irwin Feifer
October 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; INTERAGENCY RELATIONS

NTIS PB213879

A THREE-PART STUDY OF THE EFFECTIVENESS OF MONETARY INCENTIVES ON THE ACQUISITION OF REMEDIAL ENGLISH SKILLS BY DISADVANTAGED TRAINEES

Bruce K. Eckman
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL)

NTIS PB213861

2-109 In-School NYC Project for 14- and 15-Year-Old Girls

MEMPHIS BOARD OF EDUCATION
MEMPHIS, TENN.

Andrew Fox, Social Service Delivery Systems

Grant 42-47-73-01
Project completed fiscal year 1974

Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); INNER-CITY RESIDENTS; WORK EXPERIENCE PROGRAMS; MINORITIES; TEENAGERS; DROPOUTS; ATTITUDES; TENNESSEE, MEMPHIS

This project investigated the effect of a socially useful work-experience program, supported by peer reinforcement, as a device for aiding 14- and 15-year-old minority girls to continue in school beyond the legal leaving age and for improving their academic performance, participation in activities, and self-image. Factors that appeared crucial in shaping individual outcomes were isolated and tested.

Fifty girls who appeared to be high potential dropouts constituted the study group. They served in after-school day and leisure time centers, aiding 6- to 12-year-olds under the supervision of full-time personnel, and participated in periodic discussions with young adults who were role models.

This project indicated that peer group reinforcement and role models, along with work experience, had a positive impact upon the girls' personal and academic growth.

The project identified additional research which would be necessary to determine the degree to which role models affected the positive results achieved by the girls. Further research using this approach is contemplated.

BLACK TEENAGE GIRL PROJECT IN SCHOOL NEIGHBORHOOD YOUTH CORPS

Andrew Fox, Dr. W. Theodore May, and Paul L. Schwartz
April 1974

Report Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); BLACKS; TEENAGERS
MA

2-110* A Longitudinal Study of Selected Out-of-School NYC-2 Programs in Four Cities

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Contract 41-0-003-09
Scheduled for completion fall 1974

Descriptors: WORK EXPERIENCE PROGRAMS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

The study is built on the contractor's earlier research with urban NYC-1 programs (Contract 81-09-66-19). The present study focuses on three major research questions: (1) Compared to NYC-1, does NYC-2 result

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

in better post-NYC adjustment of enrollees to the world of work? (2) What was the contribution of specific program changes in NYC-2 to changed program outcomes? (3) How might the NYC-2 program be improved with respect to the assistance provided to its enrollees?

Information is being collected in a longitudinal study in four large cities—Atlanta, Baltimore, Cincinnati, St. Louis—and in all operating redesigned NYC-2 programs. The design involves forming experimental study groups by assigning entering enrollees to the groups until 125 subjects in each city are reached; following these subjects during their NYC enrollment through monthly reports of program participation; and, after termination, conducting followup interviews. When all have accumulated some post-NYC experience, interviews will be conducted with the subjects in the experimental study group and in the control group (non-NYC-2 enrollees matched to the extent possible in terms of age, sex, race, school grade, and socioeconomic status).

REPORT OF PHASE I: SITE SELECTION AND DATA FORMS

November 1970

NTIS PB210176

REPORT OF PHASE II: RESEARCH SITES AND ENROLLEE CHARACTERISTICS

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1972

NTIS PB210177

2-110A* An Evaluation of the 1972 Washington Summer Intern Program of the Department of Labor

Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

The 1972 Washington Summer Intern Program was a special work experience, underwritten by the Department of Labor, for approximately 100 young people, high school juniors for the most part, from many places in the Nation. The program was operated by three sponsors for the three ethnic groups: Spanish-speaking, black, and native Americans. Although the specific objectives of the operating sponsors varied to some extent, each had goals related to helping interns in their career planning and preparation, and in their knowledge of government operations and service.

Manpower research projects undertook to evaluate the intern program. The design of the study involved information collected in 1972 from program staff, work supervisors, and interns, and information obtained in April 1973 from a followup of the interns.

Interns were nearly unanimous in very high appreciation of the overall usefulness of their experiences. Other study results indicated that the experience had been effective in career-related and knowledge-of-government program goal areas. Indications of attitudinal change also pointed to enhanced political sophistication and improved work-relevant attitudes. In general, the short term and the long term results confirmed the impressions that the intern program was a successful learning experience.

Suggested improvements for future program consideration were made in the areas of (1) objectives and operations, (2) program management, (3) continuity, and (4) coordination.

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES: AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB222323 ($5.50 HC., $1.45 MF.)

FINAL REPORT

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
August 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

2-111* New Education Programming in Manpower Training Projects

GRAHAM ASSOCIATES, INC.
WALNUT CREEK, CALIF.

Gary S. Graham

Grant 42-06-74-01
Scheduled for completion winter 1975

Descriptors: DROPOUTS; INSTRUCTIONAL MATERIALS; JOB CORPS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; CORRECTIONS; MODELS

The objective of this project is to expand upon and greatly broaden the scope of the previous Graham Associates grant, to determine if the New Education Program (NEP), based on Job Corps materials, can be viable in a wide variety of vocational training settings, particularly those involving unskilled adults and youthful criminal offenders.

The grantee will develop one or more programs designed to prepare enrollees for GED examinations, alternative high school credit by school district units, or both, by modifying the NEP materials. The experiment uses NYC-2, Manpower Training Skill Center, precontinuation school, and correctional institutions to test the variations in achievement which might be attributable to student, site, and program variables.

2-112 NYC Goes to a Community College

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

Contract 42-0-001-05 (formerly Contract 42-9-003-05)
Project completed fiscal year 1973

SUMMER NYC GOES TO A COMMUNITY COLLEGE

J. W. McDaniel
February 1971

Report Descriptors: WORK-STUDY PROGRAMS; ON-THE-JOB TRAINING (OJT); VOCATIONAL GUIDANCE; UNIVERSITIES AND COLLEGES; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB202931

NYC (SUMMER) IN-SCHOOL GOES TO COMMUNITY COLLEGE

J. W. McDaniel
February 1970

Report Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT); UNIVERSITIES AND COLLEGES; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB220914

2-113* Operations Research to Monitor-Analyze the Impact and Effectiveness of the "Vocational Exploration in the Private Sector" (VEPS) Pilot Program for In-School NYC Enrollees

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Dr. George D. Wendel, Center for Urban Programs

Grant 42-29-72-07
Scheduled for completion spring 1974

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

The objective of this study is to follow up on youth enrolled in the 1971-72 VEPS pilot program (VEPS-I) and analyze the impact of revised VEPS guidelines on program operations in 1972-73 (VEPS-II), as a means of determining VEPS outcomes and developing technical materials, instructions, and other guides needed to facilitate and make more effective any future expanded implementation of VEPS.

The grantee will: (1) Track the vocational experiences of VEPS-I enrollees through and immediately subsequent to their 12th grade school year; (2) monitor and analyze VEPS-II programing with respect to its administrative organizational patterns, practices for selection of enrollees and job development, work activities at job sites, and operations for pre-job orientation/counseling/career exploration; (3) convene a conference of participating VEPS-II agencies; (4) conduct research to compare VEPS-I and VEPS-II experiences with each other and with experiences of other (regular) in-school NYC programs; and (5) develop a refined model and related guide materials for VEPS.

ASSESSMENT OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) SECOND YEAR NYC IN-SCHOOL/SUMMER PROGRAM

May 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); TRANSITION FROM SCHOOL TO WORK; DROPOUTS
MA LIMITED QUANTITIES

2-114 Operation Young Adults: A Work-Study Program

ROCHESTER JOBS, INC.
ROCHESTER, N.Y.

Contract 82-34-70-33
Project completed fiscal year 1973

OPERATION YOUNG ADULTS: A WORK-STUDY PROGRAM JULY 1970 - AUGUST 1971

Donald Ginsberg
October 1971

Report Descriptors: WORK-STUDY PROGRAMS; WORK EXPERIENCE PROGRAMS; DISADVANTAGED; YOUTH; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB203906

OPERATION YOUNG ADULTS: A WORK-STUDY PROGRAM

Donald Ginsberg
October 1972

Report Descriptors: WORK-STUDY PROGRAMS; WORK EXPERIENCE PROGRAMS; DISADVANTAGED; YOUTH; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB214578

2-115 Optimizing the Benefits of Neighborhood Youth Corps Projects for Spanish-Surname and Indian Rural Youth in the Southwestern States

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Dr. Guy H. Miles, Vice President

Contract 41-2-002-27
Project completed fiscal year 1974

Descriptors: LITERATURE REVIEW; RURAL AREAS; SOUTHWEST U.S.; MODELS; YOUTH PROGRAMS; WORK EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; INDIANS; SPANISH-SPEAKING AMERICANS; NEIGHBORHOOD YOUTH CORPS (NYC)

The research project will develop information concerning American Indian and Spanish-surname youths from

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

the rural Southwest that is comparable to the information obtained previously for rural youths in the North Central States under Contract 41-7-006-25. These data will be analyzed to determine the factors that are significantly related to the social and occupational adjustment of these minority group young people.

The model program and model projects will be uniquely structured to meet the specific problems that face the Indian and Spanish-surname rural youths from the Southwestern States. These models will, to the degree possible, provide a program that will prepare the youthful members of these subgroups for successful adjustment to the world in which they will live as adults.

The findings will be studied to determine which of the factors can be altered more effectively through structured, government supported youth projects than through other insitutions. The findings will provide guidelines from which a model youth program will be developed, together with tentative outlines of model projects that fit within the framework of the model youth program.

A SURVEY OF THE LITERATURE RELEVANT TO INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES

William J. Schneider, Nancye Belding, and Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; SOUTHWEST U.S.; YOUTH; INDIANS; WORK EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; LITERATURE REVIEW

NTIS PB238044/AS ($4.25 HC)

FINAL REPORT OF PHASE I: A SURVEY OF THE LITERATURE RELEVANT TO SPANISH-SURNAME RURAL YOUTH IN THE SOUTHWESTERN STATES

Nancye Belding, William F. Henry, and Guy H. Miles
May 1972

Report Descriptors: RURAL AREAS; SOUTHWEST U.S.; YOUTH; SPANISH-SPEAKING AMERICANS; WORK EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; LITERATURE REVIEW

NTIS PB212407

2-116 Optimizing the Benefits of Youth Projects for Rural Youth in the Southeastern States

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-2-001-27
Project completed fiscal year 1973

A SURVEY OF RECENT LITERATURE RELEVANT TO OPTIMIZING THE BENEFITS OF YOUTH PROJECTS FOR RURAL YOUTH IN THE SOUTHEASTERN STATES

Barbara M. Rogoff, William J. Schneider, and Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; SOUTHEASTERN U.S.; YOUTH PROGRAMS; BLACK/WHITE; NEIGHBORHOOD YOUTH CORPS (NYC); POPULATION; MIGRATION; YOUTH

NTIS PB212562

2-117* Study of Effectiveness of Graham Associates Demonstration Project on New Education Programming in Manpower Training Projects

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Grant 42-11-74-02
Scheduled for completion spring 1975

Descriptors: ASSESSMENT AND EVALUATION; SUPPORTIVE SERVICES; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; BASIC EDUCATION; CURRICULA; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

Evaluative research is used to assess the effectiveness of a new approach to education in manpower projects. The experiment is provided by the Graham Associates grant (42-06-74-01) in a demonstration project involving varied programs in California and Washington. The grantee will evaluate the quality of the results achieved through the Graham Associates New Education Program by examining the variations in achievement which might be attributable to student, site, and program variables.

Guidelines will be established for judging the educational innovations used. Control groups will be established for comparing individuals not participating in the Graham Associates demonstration using such criteria as percent attendance, academic improvement, attitude change, and observations. A minimum of 50 students will participate in the NEP at each site—a skills center, NYC-2 project, pre-continuation school, and correctional institution—to test the model.

THE FIRST MONTHS

Dr. Regis H. Walther and Margaret L. Magnusson, Manpower Research Projects
April 1974

Report Descriptors: BASIC EDUCATION; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); CURRICULA; NEW EDUCATION PROGRAM; BASIC EDUCATION; DROPOUTS; DISADVANTAGED; CORRECTIONS; GUIDELINES FOR MANPOWER PROGRAMS; INSTRUCTIONAL MATERIALS

2-118 Summer/In-School NYC Vocational Exploration Experiment

STOCKTON UNIFIED SCHOOL DISTRICT
STOCKTON, CALIF.

Grant 42-06-72-05
Project completed fiscal year 1973

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page III for further information about ordering reports.

NEIGHBORHOOD YOUTH CORPS VOCATIONAL EXPLORATION RESEARCH AND DEMONSTRATION PROJECT

Joseph P. Gonzales, S. Stephen Uslan, and others
May 1973

Report Descriptors: VOCATIONAL GUIDANCE; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; ABSENTEEISM; NEIGHBORHOOD YOUTH CORPS (NYC); HIGH SCHOOLS; ETHNIC GROUPS; CAREER EXPLORATION; EFFECTIVENESS OF PROGRAMS

2K. MISCELLANEOUS

2-119* AN ANALYSIS OF NONFARM EMPLOYMENT PROBLEMS OF FARM LABORERS

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Dr. Paul E. Sultan and Darryl D. Enos, Center for Urban and Regional Studies

Grant 92-06-72-14
Scheduled for completion spring 1974

Descriptors: GEOGRAPHIC MOBILITY; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; FARM WORKERS; NONFARM; MIGRANTS; RURAL AREAS; SPANISH-SPEAKING AMERICANS

This study is concerned with the successes and failures of farm laborers—largely Spanish-surnamed—who seek urban employment as a substitute for, or in combination with farm jobs, and their relationship to economic and social variables.

The researchers will: (1) Interview 1,000 current and former farm laborers from San Bernardino and Riverside counties (Calif.) to gather information on employment problems due to lack of facility in English, resources available to enhance geographic mobility, and other factors that may influence employment; and (2) interview in depth 25 nonfarm employers who have hired farm laborers and 30 farm laborers who have held nonfarm employment. These data will be evaluated against statistical profiles of 7,000 persons—prepared from Employment Service Automated Reporting System (ESARS) data—who draw income from farm labor or from both farm and nonfarm employment.

2-120 CAMP SAUGUS RESIDENTIAL JOB CENTER

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Contracts 42-9-005-05 and 42-06-71-02
Project completed fiscal year 1972

Report Descriptors: OCCUPATIONAL TRAINING; WORK EXPERIENCE PROGRAMS; RESIDENTIAL JOB CENTERS; CAMP SAUGUS PROGRAM; CALIFORNIA, WATTS

MA

2-121* HANDBOOK FOR USE OF BASIC JOB SKILLS

SYNECTICS CORPORATION
ALLISON PARK, PA.

Sally J. Munger

Contract 20-42-74-19
Scheduled for completion fall 1975

Descriptors: HANDICAPPED; RETARDED; HANDBOOKS; EMPLOYMENT OPPORTUNITIES; JOB ANALYSIS

The contractor is developing a handbook which will broaden the occupational areas for the mentally retarded.

The contractor will cross-match aptitude patterns from the various test batteries with groups of jobs requiring only basic skills, as listed in the DOT (Dictionary of Occupational Titles) and its supplements. In addition the contractor will, in cooperation with the Division of Occupational Analysis, U.S. Employment Service, prepare a listing of selected jobs from the DOT, as well as a technical report describing the development of the handbook, the research methodology, and outcomes involved in the study.

2-122 HELPING EMPLOYERS MAKE USE OF WHAT HAS BEEN LEARNED ABOUT SUSTAINED PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Contract 82-05-70-14
Project completed fiscal year 1973

A GUIDE FOR UTILIZING VOLUNTEER TECHNICAL ASSISTANCE BY A NATIONAL ALLIANCE OF BUSINESSMEN (NAB) METRO
December 1973

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); HANDBOOKS

NTIS PB232077/AS ($3.75 HC., $1.45 MF.)

PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED: GUIDELINES FOR ACTION

Edward M. Glaser and Harvey Ross

NTIS PB217124 ($6)
MA R&D FINDINGS NO. 15

2-123 IMPACT UPON THE ORGANIZATION OF HIRING THE DISADVANTAGED: REPORT OF A STUDY OF TWO COMPANIES

BOSTON UNIVERSITY
BOSTON, MASS.

Contract 51-23-70-04
Project completed fiscal year 1972

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); UPGRADING; EMPLOYER MANPOWER PLANNING; DISADVANTAGED; BLACKS; HOTELS; MANUFACTURING; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB205306

2-124 OCCUPATIONAL ADJUSTMENT OF RECENT LOW-INCOME SOUTHERN IN-MIGRANTS TO CLEVELAND

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Gene B. Petersen

Contract 81-09-66-27
Project completed fiscal year 1974

Descriptors. LOW INCOME; IN-MIGRANTS; OCCUPATIONAL MOBILITY; PROGRAM FOR EDUCATIONAL AND CULTURAL EXCELLENCE; OHIO, CLEVELAND

This three-phase project concerned the occupational adjustment in Cleveland of low-income southern inmigrants with less than 2 years or 2 to 5 years of residence. The project integrated research with an experimental program sponsored by the Manpower Administration.

In phase I, the researchers indentified 1,600 low-income southern newcomers to Cleveland and interviewed them for information on their occupational adjustment. In phase II, the researcher referred selected recent inmigrants to PEACE (Programs for Educational and Cultural Excellence) for special services. In phase III, the researcher made a longitudinal examination of the conditions generating individual changes in work status and urban adjustment.

Preliminary findings include the following: (1) Low-income newcomers to the city generally had more education and training than did long-term, low-income residents; (2) Negro newcomers had more education, were younger, and were unmarried more often than their white counterparts, but whites held more skilled and higher paying jobs; and (3) men, both white and black, were better off than women in Cleveland.

The chief reason reported for moving was economic, for example, jobs and wages. Yet most of the newcomers' first jobs in Cleveland were as operatives (men) or in clerical and sales positions (women). This occupational pattern had not changed by the time of the phase III survey. Black men were still predominantly in operative occupations, but a number of white men had advanced into craft occupations or jobs as foremen.

2-125 A PROJECT TO INVESTIGATE THE INTRODUCTION OF AN ORGANIZED SYSTEM OF TRAINING INTO THE TRUCKING INDUSTRY

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 92-06-72-04
Project completed fiscal year 1973

TRUCKING INDUSTRY TRAINING PROJECT—FINAL REPORT

Donald D. Sanburn

Report Descriptors: TRUCKING INDUSTRY; UNION MANPOWER PRACTICES; TRAINING PRACTICES; COLLECTIVE BARGAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; CIVIL RIGHTS ACT (1964)

NTIS PB224525/AS ($2.75 HC., $1.45 MF.)
Also available from the grantee.

2-126* PROJECT VOLUNTEER POWER

PEOPLE-TO-PEOPLE COMMITTEE FOR THE HANDICAPPED
WASHINGTON, D.C.

Carl Sharek

Contract 82-11-71-23 and Agreement 82-11-72-23 with USIA
Scheduled for completion summer 1974

Descriptors: VOLUNTEERS; HANDICAPPED; EMPLOYMENT OPPORTUNITIES; WOMEN; MEN

This project is testing whether, how, and to what extent the voluntary power of women's and men's organizations in selected communities can be engaged fruitfully to supplement established methods of meeting the employment and independent-living needs of the handicapped.

Operating in three cities, the contractor is: (1) Assessing each city's needs for services which enhance employment opportunities for the handicapped and which volunteers might perform; (2) developing local plans of action; and (3) enlisting the aid of local voluntary organizations in carrying out the plans.

2-127* RURAL MANPOWER POL[illegible] RESEARCH GROUP

MICHIGAN STATE UNIVERSIT[illegible]
EAST LANSING, MICH.

Dr. Collette Helen Moser, Depa[illegible]ent of Agricultural Economics, Center for Rural M[illegible]power and Public Affairs

Grant 21-26-73-52 (formerl[illegible]tract 82-26-71-44)
Scheduled for completion fi[illegible] year 1975

Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; CONFERENCES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

The Rural Manpower Policy Research Group was a multidisciplinary group established to provide the Department of Labor with research, analytical assistance, and consultation in the formulation of policies and programs for the delivery of rural manpower services. The

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page III for further information about ordering reports.

group brought ongoing rural manpower research into sharper policy focus by facilitating the interaction between research designers and program planners through seminars and conferences.

Three conferences were held, addressing: (1) Problems of labor market information (February 1972, Michigan State University); (2) planning for jobs in rural areas (December 1972, University of Texas); and (3) rural manpower services (December 1973, Denver). In addition, the group provided reviews of research findings, prepared policy papers, and furnished consultive services to the Department of Labor.

The findings indicate that labor market information, integration of manpower and economic development policies, and development of indigenous planning skills are the immediate needs of rural areas.

ESSAYS ON THE PUBLIC EMPLOYMENT PROGRAM IN RURAL AREAS

Deborah Johnson and Collette Helen Moser, eds.
September 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS

NTIS PB226488/AS ($3.75 HC., $1.45 MF.)
Also available from Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823.

MANPOWER SERVICES IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 13-14, 1973

Dr. Collette Helen Moser, ed.

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; MANPOWER PLANNING AND ADMINISTRATION; SERVICE DELIVERY SYSTEMS; CONFERENCES
MA PUBLICATION FORTHCOMING
Will also be available from Center for Rural Manpower and Public Affairs, Michigan State University.

MANPOWER PLANNING FOR JOBS IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 14-15, 1972

Dr. Collette Helen Moser, ed.
March 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; MANPOWER PLANNING AND ADMINISTRATION; CONFERENCES

NTIS PB220827 ($5.50)
Also available from Center for Rural Manpower and Public Affairs, Michigan State University.

LABOR MARKET INFORMATION IN RURAL AREAS: PROCEEDINGS OF A CONFERENCE, FEB. 22-23, 1972

Dr. Collette Helen Moser, ed.
May 1972

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; LABOR MARKET INFORMATION; RURAL AREAS; CONFERENCES

NTIS PB218796
Also available from Center for Rural Manpower and Public Affairs, Michigan State University.

RURAL WOMEN WORKERS IN THE 20TH CENTURY: AN ANNOTATED BIBLIOGRAPHY

Collette Helen Moser and Deborah Johnson
1973

Report Descriptors: WOMEN'S OCCUPATIONS; RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; BIBLIOGRAPHIES

NTIS PB226487/AS ($3.50 HC., $1.45 MF.)

2-128 TRANSPORTATION OPPORTUNITY PROGRAM

TRANSPORTATION OPPORTUNITY PROGRAM, INC.
PICO RIVERA, CALIF.

Contract 82-05-69-02
Project completed fiscal year 1972

TRANSPORTATION OPPORTUNITY PROGRAM—THE FIRST THREE YEARS

Report Descriptors: AUTOMOTIVE MECHANICS; OCCUPATIONAL TRAINING; LABOR-MANAGEMENT CONSORTIA; UNIONS; TRANSPORTATION OPPORTUNITY PROGRAM; CALIFORNIA

NTIS PB202934

3. MANPOWER PROGRAM SERVICES AND TECHNIQUES

3A. EDUCATION

3-001 Accelerated Training of Unemployed and Underemployed Through Specialized Program Instruction and the SMART Trainer (SNAP/SMART)

EDUCATIONAL COMPUTER CORPORATION
RADNOR, PA.

Contract 82-32-70-06 (formerly 82-40-67-56)
Project completed fiscal year 1972

FINAL REPORT, THE SNAP/SMART PROJECT

Robert Labdik, Director, The Northeastern Technical Center
September 1969

Report Descriptors: SNAP-SMART PROJECT; VOCATIONAL EDUCATION; SIMULATION; UNDEREMPLOYMENT

NTIS PB199976

FINAL REPORT OF SNAP/SMART II: A SIMULATION-BASED OCCUPATIONAL TRAINING PROJECT

Alan Letofsky, Educational Specialist
March 1972

Report Descriptors: SNAP-SMART PROJECT; VOCATIONAL EDUCATION; SIMULATION; UNDEREMPLOYMENT

NTIS PB210864

3-002 Analysis of Impact of Utilization by Regular Manpower Agencies of E&D Developed Basic Occupational Language Training (BOLT) Program

DEVELOPMENT ASSOCIATES, INC.
WASHINGTON, D.C.

Leveo Sanchez

*Contract 20-11-73-02**
Project completed fiscal year 1974

Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); SERVICES TO WORKERS; SPANISH-SPEAKING AMERICANS; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT

The study's objectives were to analyze the nature and extent of changes in English as a Second Language (ESL) and other manpower program services delivered by local agencies whose staffs received BOLT assistance, to appraise enrollee performance in BOLT, and to assess the impact of this performance on enrollees' subsequent experience in manpower training and/or employment.

ESL services provided by 30 local agencies that received BOLT assistance from the National Puerto Rican Forum were studied in 10 cities. Data were to be obtained from all Spanish-speaking enrollees who entered the program in these 10 cities between October 1972 and March 1973, and from a control group of 250 currently entering the program in five of these cities.

The contractor's major findings are that 50 percent of those agencies receiving BOLT training lacked the institutional framework to implement that training, and that both trainees and agency staff could make no distinction between ESL and BOLT. Local staff felt that the training would have been more effective if it had been less intensive and more relevant to their needs and that cultural misunderstandings caused serious problems in the training's effectiveness.

FINAL REPORT ON THE ANALYSIS OF IMPACT OF UTILIZATION BY REGULAR MANPOWER AGENCIES OF E&D DEVELOPED BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM

Fred A. Garcia
September 1973
MA

3-003 Basic Education Services in Manpower Training Programs: A Report from the National Inventory of Manpower Programs

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 21-11-73-24
Project completed fiscal year 1973

Gene B. Petersen
1973

Report Descriptors: BASIC EDUCATION; MANPOWER PROGRAM STAFFING; INSTRUCTORS; TESTING; INSTRUCTIONAL MATERIALS

NTIS PB213360 ($6)

3-004 Demonstration Project to Expand the Manpower Development-College Adapter Program Model to the Out-of-School NYC and Other Manpower Programs

HIGHER EDUCATION DEVELOPMENT FUND
NEW YORK, N.Y.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Contract 42-36-72-03 (formerly 42-9-007-34)
Project completed fiscal year 1973

MANPOWER EDUCATION MONOGRAPH SERIES

VOL. 1, ORIENTATION AND ASSESSMENT
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE

NTIS PB218062

VOL. 2, CURRICULUM DESIGN
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; CURRICULA

NTIS PB218063 ($5.45)

VOL. 3, TUTORING CENTER AND HIGH SCHOOL EQUIVALENCY PREPARATION
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; TUTORING

NTIS PB218064 ($4.85)

VOL. 4, ADMINISTRATION AND COUNSELING
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE

NTIS PB218065 ($4.50)
August 1972

NTIS PB218061-SET (218062-218065) ($16)

3-005* Developing Task Modules for the Validation of Basic Occupational Literary Test (BOLT)

AMERICAN INSTITUTES FOR RESEARCH
PITTSBURGH, PA.

Dr. Brent Baxter

Contract 20-42-74-14
Scheduled for completion winter 1975

Descriptors: TESTING; FEASIBILITY STUDY; BASIC EDUCATION; JOB ANALYSIS

This experimental and demonstration project will explore the feasibility of a nontraditional approach to test validation to be used by the public employment service in establishing the job-relatedness of the Basic Occupational Literacy Test (BOLT).

Using job analysis data that is readily available, the contractor will: (1) Identify and define significant groups of job tasks (modules) which are common to an occupational area; (2) develop criterion module performance measures; and (3) validate BOLT test scores against the performance measures for each module.

3-006* The Development of a Model for NYC-2 Education Programs

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Grant 42-11-72-06
Scheduled for completion summer 1974

Descriptors: BASIC EDUCATION; YOUTH PROGRAMS; MODELS; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS; TRAINING PROGRAM MANAGEMENT; CURRICULA; INSTRUCTIONAL MATERIALS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION

This grant's purpose is to develop and test in practice a model or a series of models for NYC-2 educational programs in urban areas. The research report of the experiment will describe experiences in the development and application of one or more types of NYC education programs and will generate guidelines for CETA sponsors based on the experience gained through the experiment.

The grantee will conduct a program of experimentation and research and will work cooperatively with four local youth program sponsors. The experiments are concerned with three levels of the educational component, comparing experimental groups to control groups at each level. The levels are: (1) Demonstrating that reading can be enjoyable; (2) the remediation of deficiencies; and (3) preparation for the General Educational Development examination.

3-007 An Economic and Institutional Analysis of the Cooperative Vocational Education Program in Dayton, Ohio

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 82-18-71-24
Project completed fiscal year 1973

Ernst W. Stromsdorfer and James S. Fackler
August 1973

Report Descriptors: VOCATIONAL EDUCATION; CURRICULA; TRANSITION FROM SCHOOL TO WORK; TEENAGERS; COST EFFECTIVENESS; OHIO, DAYTON

NTIS PB224993/AS ($9.50 HC., $1.45 MF.)

3-008 Economic Aspects of the Work Experience and Career Exploration Program

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 82-18-71-29
Project completed fiscal year 1973

AN ECONOMIC ANALYSIS OF THE WORK EXPERIENCE AND CAREER EXPLORATION PROGRAM. 1971-1972 SCHOOL YEAR

Ernst W. Stromsdorfer, James S. Fackler, Marianne V. Felton, and Robert E. Kelcher
August 1973

Report Descriptors: WORK-STUDY PROGRAMS; DROPOUTS; CAREER EXPLORATION; COUNSELING AND GUIDANCE; LONGITUDINAL SURVEYS; WORK EXPERIENCE PROGRAMS

NTIS PB223366 ($5.75 HC., $1.45 MF.)
ERIC 080790.

3-009 EDUCATIONAL ADVANCEMENT AND MANPOWER DEVELOPMENT FOR WAGE EARNERS

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.
AND
NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

Contract 82-32-69-33
Project completed fiscal year 1972

Report Descriptors: LABOR-MANAGEMENT CONSORTIA; VOCATIONAL GUIDANCE; UNION MANPOWER PRACTICES; WORKER PARTICIPATION IN MANPOWER PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; OCCUPATIONAL TRAINING; COUNSELING AND GUIDANCE; NEW JERSEY, MIDDLESEX COUNTY

NTIS PB205851 ($4.75)

3-010 EVALUATION AND IMPLEMENTATION OF THE NEW YORK FIRE DEPARTMENT EXAMINATION TRAINING PROJECT FOR CULTURALLY DISADVANTAGED RESIDENTS OF THE CITY OF NEW YORK

NEW YORK CITY FIRE DEPARTMENT
NEW YORK, N.Y.

Contract 82-36-72-01
Project completed fiscal year 1973

NEW YORK CITY FIRE DEPARTMENT TUTORIAL PROJECT: REPORT OF THE RESEARCH UNIT

Carolyn Atkinson Thornell and Sarajane Heidt, Columbia University

Report Descriptors: FIRE FIGHTERS; CIVIL SERVICE SYSTEM; TUTORING; TESTING; DISADVANTAGED; NEW YORK, NEW YORK

NTIS PB221956 ($5.45)

3-011 AN EVALUATION OF THE YOUTH-TUTORING-YOUTH MODEL FOR IN-SCHOOL NEIGHBORHOOD YOUTH CORPS

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Grant 42-0-005-34
Project completed fiscal year 1972

THE YOUTH-TUTORING-YOUTH MODEL FOR IN-SCHOOL NEIGHBORHOOD YOUTH CORPS: AN EVALUATION

Dr. Frederick Strodtbeck and Leonard P. R. Granick
December 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TUTORING; ASSESSMENT AND EVALUATION

NTIS PB232194/AS ($14.25 HC., $1.45 MF.)
MA

3-012 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Contract 81-37-68-40
Project completed fiscal year 1973

Stephen D. Stuart, Ph.D.
July 1972

Report Descriptors: VOCATIONAL EDUCATION; JOB ANALYSIS; HIGH SCHOOLS; OCCUPATIONAL TRAINING; CURRICULA; MICHIGAN, DETROIT; MICHIGAN, MT. PLEASANT; MICHIGAN, GRAND RAPIDS

NTIS PB214745 ($3)
Summarized in the *American Vocational Journal*, November 1972.

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON AUTOMOBILE ENGINE MECHANIC
July 1972

Report Descriptors: VOCATIONAL EDUCATION; HIGH SCHOOLS; OCCUPATIONAL TRAINING; AUTOMOTIVE MECHANICS; MICHIGAN, DETROIT

NTIS PB222958 ($6.50 HC., $1.45 MF.)

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CHEF/COOK,

---

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

DENTAL ASSISTANT, AND LICENSED PRACTICAL NURSE
July 1972

Report Descriptors: CHEF/COOK; HEALTH MANPOWER; NURSES; VOCATIONAL EDUCATION; HIGH SCHOOLS; OCCUPATIONAL TRAINING; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

NTIS PB223154 ($4.50)

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CLERK/TYPIST, CLERK STENOGRAPHER, BOOKKEEPER AND SALES PERSON
July 1972

Report Descriptors: CLERICAL WORK; BOOKKEEPING; SALES WORKERS; VOCATIONAL EDUCATION; HIGH SCHOOLS; STENOGRAPHERS; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

NTIS PB223085 ($3.75 HC., $1.45 MF.)

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CONSTRUCTION ELECTRICIAN, NUMERICALLY CONTROLLED MACHINE TOOL OPERATOR, AND CONSTRUCTION CARPENTER
July 1972

Report Descriptors: CONSTRUCTION INDUSTRY; CARPENTERS; MACHINE TOOL INDUSTRY; VOCATIONAL EDUCATION; HIGH SCHOOLS; OCCUPATIONAL TRAINING; ELECTRICIANS; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

NTIS PB223086 ($6.25 HC., $1.45 MF.)

3-013 Jobs, Education, and Training: Research on a Project Combining Literacy and On-the-Job Training for the Disadvantaged

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Contract 41-9-002-34
Project completed fiscal year 1972

Dr. John E. Drotning, Dr. David B. Lipsky, and Dr. Myron David Fottler, School of Business Administration
April 1972

Report Descriptors: WORK ATTITUDES; ATTITUDES; BASIC EDUCATION; UNION ATTITUDES; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; ASSESSMENT AND EVALUATION; BLACKS; JOBS, EDUCATION, AND TRAINING (JET); NEW YORK, BUFFALO

NTIS PB211181 ($6)

Parts of this study have been published in the *Monthly Labor Review*, *Quarterly Review of Economics and Business*, *Labor Law Journal*, and *Economics and Business Bulletin*.

3-014 Model Program to Instruct Manpower Training Personnel in Selection and Application of Remedial Instructional Materials to Meet Individual Trainee Needs

TECHNICAL EDUCATION RESEARCH CENTER, INC.
CAMBRIDGE, MASS.

Donna Seay

Contract 82-25-71-10
Project completed fiscal year 1974

Descriptors: BASIC EDUCATION; STAFF TRAINING; DISADVANTAGED; INDIVIDUALIZED INSTRUCTION; PROGRAMMED INSTRUCTION; PREVOCATIONAL TRAINING; AUDIOTAPES; FILMS; MOTIVATION; WORK SAMPLING

The purpose of the project was to develop a staff training system that would enable a staff to install, implement, and evaluate a system of delivery of basic and prevocational education in an individualized manner.

The theory and concepts of individualization have been accepted generally, and adequate off-the-shelf materials are available. This project aimed to provide a management system that would link diagnosis, prescription, management, and evaluation.

The project worked originally with staff in each of five sites to develop and perfect training materials that would communicate effectively how to operate systematically an individualized delivery of basic and prevocational education.

It was found that effective and efficient staff training materials could be developed and packaged for staff training. It was also found that the project could train other trainers (teacher-educators) who could in turn deliver the training effectively with the staff training package. The training has been sought and found highly useful by trade schools, skill centers, and community colleges. Preliminary summary data on students who have gone through programs under staff trained in this manner indicate greater progress in shorter time spans than usual.

MULTI-MEDIA STAFF TRAINING PACKAGE
August 1974
Also available from The Technical Education Research Center, Inc. 44 Brattle St., Cambridge, Mass. 02138.

THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM
August 1974
Also available from The Technical Education Research Center, Inc., 44 Brattle St., Cambridge, Mass. 02138.

3-015 Project BOLT

THE PUERTO RICAN FORUM, INC.
NEW YORK, N.Y.

Contracts 82-34-68-04 and 82-34-69-28
Project completed fiscal year 1972

PROJECT BOLT—FINAL REPORT FOR THE EXPERIMENTAL AND DEMONSTRATION PHASE OF THE BASIC OCCUPATIONAL LANGUAGE TRAINING PROGRAM

Report Descriptors: BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); ENGLISH AS A SECOND LANGUAGE (ESL); SPANISH-SPEAKING AMERICANS; PUERTO RICANS; INSTRUCTIONAL MATERIALS

NTIS PB205424

BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT), SEPTEMBER 1, 1967—JANUARY 31, 1969

Report Descriptors: BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); ENGLISH AS A SECOND LANGUAGE (ESL); SPANISH-SPEAKING AMERICANS; PUERTO RICANS; INSTRUCTIONAL MATERIALS

NTIS PB201469

3-016 Research and Demonstration Project on NYC-2 Educational Programming

GRAHAM ASSOCIATES, INC.
LAFAYETTE, CALIF.

Grant 42-06-72-02
Project completed fiscal year 1973

DEVELOPING AN IN-HOUSE EDUCATION COMPONENT FOR NYC-2 PROJECTS: PROGRAM DESIGN, PROCEDURES, AND INSTRUCTIONAL MATERIALS

William J. Enright and Gary S. Graham
April 1973

Report Descriptors: INSTRUCTORS; NEIGHBORHOOD YOUTH CORPS (NYC); MOTIVATION; NEW EDUCATION PROGRAM; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; PROGRAMMED INSTRUCTION; INSTRUCTIONAL MATERIALS

NTIS PB220023

3-017* Research Project Concerning Students from Minority Groups

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. John H. McArthur

Contract 81-11-71-10
Scheduled for completion spring 1974

Descriptors: COLLEGE GRADUATES; WAGES; BUSINESS ADMINISTRATION; DISADVANTAGED; MINORITIES; JOB SATISFACTION; UNIVERSITIES AND COLLEGES; JOB PLACEMENT

This project: (1) Identifies modifications to make the Master in Business Administration program at Harvard more effective in providing services to minority students; (2) documents modifications actually undertaken; and (3) analyzes their effectiveness in promoting the employment of minority graduates in careers in business administration. The last objective is paramount in efforts to open new fields for all qualified personnel, especially for those minority group members previously denied equal employment opportunities.

The study group consists of 150 to 175 minority graduates and a control group of graduates from Harvard's more traditional pool of students.

3-018 Study of Reading Disorders in Relation to Poverty and Crime

WORK TRAINING PROGRAM, INC.
SANTA BARBARA, CALIF.

Grant 92-06-71-01
Project completed fiscal year 1972

Report Descriptors: BASIC EDUCATION; READING; RETURNS ON EDUCATIONAL INVESTMENT; OCCUPATIONAL MOBILITY; ATTITUDES; CORRECTIONS; POVERTY; CALIFORNIA, SANTA BARBARA COUNTY

NTIS PB209284 ($5.45)

3-019 A Study of the Effectiveness of the Graham Associates Demonstration Project on NYC-2 Education Programming

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-72-04
Project completed fiscal year 1973

A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS, PHASE III

Regis H. Walther

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); NEW EDUCATION PROGRAM; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; INSTRUCTIONAL MATERIALS; PROGRAMMED INSTRUCTION

NTIS PB187933

3-020 Transition from School to Work: Impact of an Experimental Manpower

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ECONOMICS COURSE ON A COHORT OF OHIO SECONDARY SCHOOL STUDENTS

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Dr. Robert L. Darcy, Department of Economics

Grant 21-08-73-29
Project completed fiscal year 1974

Descriptors: MANPOWER ECONOMICS COURSES; COUNSELING AND GUIDANCE; TRANSITION FROM SCHOOL TO WORK; LONGITUDINAL SURVEYS; DROPOUTS; YOUTH

This project was designed to determine what, if any, were the significant differences in school experience and job market success of students who had taken a course in manpower economics and the world of work at 8th grade level, and a comparison group who had not taken the course.

Data were collected on the socioeconomic background, attitudes, school experience, and knowledge of manpower economics of about 600 students in the Lancaster, Ohio, schools when they were in the 8th grade in 1967-68 and the 12th grade in 1972. About half had taken the experimental course and half had not. Additional data were collected on their labor force experience in February 1973. A series of [illegible] instruments was utilized and a variety of methods used to test the results after controlling for personal and family background and other variables.

No significant differences in knowledge of the world of work were found at 12th grade level when experimental and control groups were compared. Except for dropouts, who fared poorly, the entire group made a remarkably smooth transition to work, with no significant differences in the work experience between experimental and control (or comparison) groups.

MANPOWER ECONOMIC EDUCATION AND THE TRANSITION FROM SCHOOL TO WORK (IMPACT ON A COHORT OF OHIO SECONDARY SCHOOL STUDENTS)

Robert L. Darcy, Richard V. Kauffman, and Edward P. Miller
February 1974

NTIS PB230971/AS ($5.50 HC., $1.45 MF.)

3-021* TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY SCHOOL LEVEL

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt, Department of Economics

Contract 82-25-71-39
Scheduled for completion summer 1974

Descriptors: TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; HIGH SCHOOLS; WORK-STUDY PROGRAMS; YOUTH; EDUCATION EFFECT ON CAREER PATTERNS; JOB PLACEMENT; LABOR FORCE PARTICIPATION; PART-TIME EMPLOYMENT; WORK ATTITUDES

This is a study of: (1) The degree to which students from cooperative vocational education programs may be better equipped than other youth to find a first full-time job and to find a job of better quality; and (2) the extent to which the working experience of graduates of cooperative vocational programs differs from that of other students. Secondary objectives include a determination of whether cooperative education is more likely to prevent students from leaving school prematurely, and an identification of the method by which cooperating firms are encouraged to participate in cooperative education programs.

This is a two phase study comparing the in-school programs and postgraduation labor market experience of 1966 and 1972 high school graduates in Boston and surrounding communities. The first phase, now completed, sought to obtain information on personal characteristics, high school educational experience, first job and most recent employment of 1966 graduates. During phase II, students in the class of 1972 were interviewed in school and followed up for 15 months to determine the nature and extent of their educational program, its relevance to the work situations and their cooperative work experiences, job search methods and job satisfaction. Teachers, school administrators, and employers were interviewed about the effectiveness of cooperative education.

Phase I results showed that 1966 graduates of cooperative and trade school programs earned higher hourly wages and had more occupational and employer stability than graduates of general academic and technical programs. More conclusive evidence on the differential effects of cooperative education versus noncooperative programs on postgraduation work experience will be obtained in phase II.

3-022 VOCATIONAL GUIDANCE PROGRAM FOR HIGH SCHOOL YOUTH

HOUSTON VOCATIONAL GUIDANCE
HOUSTON, TEX.

Carol Anderson Ramirez

Contract 82-46-68-42
Project completed fiscal year 1974

Descriptors: VOCATIONAL GUIDANCE; INSTRUCTIONAL MATERIALS; STAFF TRAINING; AUDIOTAPES; FILMS; HIGH SCHOOLS

The purpose of this project was to introduce vocational guidance into the regular school curricula in the 10th, 11th, and 12th grades, to enable high school youth to make a better transition from school to work and/or training.

A group method of instruction was devised, to be guided by a regular teacher, following a curriculum of subject matter devised and tested for the program. Subject matters included: local labor market information, techniques of seeking employment, career planning, and problem-solving in critical areas relating to getting and holding a job.

The group technique was central, and a staff training package was developed to manage it. The group was task-oriented, not therapeutically oriented; and it aimed to augment regular counselors with other teachers, using part of regular class time.

The project was able to expand from sites in Houston high schools to a statewide high school service availability, as the Texas education agency funded its extention.

CAREER GUIDANCE THROUGH GROUPS: A JOB PLACEMENT AND GROUP VOCATIONAL GUIDANCE SERVICE FOR HIGH SCHOOL YOUTH, PHASE II

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; JOB PLACEMENT; INSTRUCTIONAL MATERIALS

NTIS PB199475

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUPS

VOL. 1, OPERATIONS MANUAL

Judy Meyer and Carol Anderson
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; INSTRUCTIONAL MATERIALS

NTIS PB222123 ($6)

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUP DYNAMICS FOR SECONDARY SCHOOL STUDENTS

VOL. 2, CURRICULUM MATERIALS

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; CURRICULA; INSTRUCTIONAL MATERIALS

NTIS PB222124 ($6)

NTIS PB222122-SET ($11)
The Group Guidance Program is available as a set from NTIS. It includes the material from PB 222123 and PB 222124.

THE GROUP GUIDANCE AND JOB PLACEMENT PROGRAM FOR HIGH SCHOOL YOUTH

VOL. 3, WORKSHOP TRAINING MANUAL

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; HANDBOOKS

NTIS PB222411 ($4.75 HC., $1.45 MF.)

THE GROUP GUIDANCE PROGRAM: A GROUP CAREER GUIDANCE AND JOB PLACEMENT PROGRAM FOR SECONDARY SCHOOL YOUTH

VOL. 4, A COMMUNITY RESOURCE MANUAL—PROTOTYPE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING

NTIS PB222412 ($5.50 HC., $1.45 MF.)

MULTI-MEDIA STAFF TRAINING PACKAGE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; AUDIOTAPES; FILMS
Available from Houston Vocational Guidance, 2525 San Jacinto St., Houston, Texas 77003.

3B. PUBLIC EMPLOYMENT PROGRAMS

3-023 ANALYSIS OF R&D APPROACHES AND FINDINGS ON PUBLIC SERVICE EMPLOYMENT FOR EMPLOYABILITY DEVELOPMENT

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Dr. James A. Craft, Graduate School of Business

Grant 92-42-72-29
Project completed fiscal year 1974

Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; WAGE SUBSIDIES; SUPPORTIVE SERVICES

This project analyzed the experience of an experimentation and demonstration (E&D) project in Vermont which provided subsidized public service employment with high levels of support services to welfare recipients and other low-income persons.

The analysis is based on data collected on the first 500 of some 650 participants in the E&D project. Data were collected on clients' previous employment and welfare experience, their experience while in subsidized jobs, and their employment and welfare status 30, 90, and 180 days after the subsidy ended. In performing this analysis, the researcher developed a new rigorous concept of transition.

Analysis of the data indicates a relatively high transition rate for clients in the E&D project; good job retention and welfare reduction results were found. The project was most effective for clients who had better previous work histories and less time on welfare.

These findings led the researcher to recommend that subsidized public service employment programs, based on the Vermont model, be continued as a basic tool in manpower programming for low-income unemployed persons and welfare recipients. He also recommends that such programs be more selectively focused on those most likely to benefit from them.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

PUBLIC SERVICE JOBS AND TRANSITIONAL EMPLOYMENT: AN ANALYSIS OF THE VERMONT EXPERIENCE AND DEMONSTRATION PROJECT
February 1974

NTIS PB236183/AS ($13.50 HC.)
MA

3-024 EMERGENCY ACTION PLAN FOR PUBLIC SERVICE EMPLOYMENT

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Contract 82-09-70-24
Project completed fiscal year 1972

Jacob J. Rutstein
August 1971

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)

NTIS PB202818 ($3)

MANPOWER PLANNING STRATEGIES FOR EMERGENCY PUBLIC EMPLOYMENT
Jacob J. Rutstein and Richard Schick
March 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); RECRUITMENT; UNEMPLOYED

NTIS PB213686 ($6)

3-025 AN EXPLORATORY STUDY OF PARAPROFESSIONAL RECREATION AND PARK JOB OPPORTUNITIES FOR THE DISADVANTAGED IN WORK EXPERIENCE, PUBLIC SERVICE CAREER, AND PUBLIC EMPLOYMENT PROGRAMS

AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
WASHINGTON, D.C.

Dr. Donald E. Hawkins

Grant 41-2-003-11
Project completed fiscal year 1974

Descriptors: EMPLOYMENT OPPORTUNITIES; RECREATION AND PARKS; WORK EXPERIENCE PROGRAMS; DISADVANTAGED; PARAPROFESSIONALS; MANPOWER UTILIZATION; PUBLIC SERVICE CAREERS; PUBLIC EMPLOYMENT PROGRAMS; RECRUITMENT

The purpose of this exploratory study was to collect and analyze existing information and to formulate researchable questions relative to the utilization of disadvantaged persons in park and recreation jobs. These job opportunities, at both the paraprofessional and entry level, were provided through the work experience and public service career programs.

Primary attention was given to local public park and recreation services operating at city, special district, and county levels. The study was conducted on three levels: (1) An assessment of the state of the art; (2) case study investigations; and (3) a nationwide survey questionnaire. The assessment consisted of a literature search and analysis of studies of manpower supply and demand, and of printed materials on manpower programs and pending manpower legislation.

The nationwide questionnaire surveyed the nature and extent to which disadvantaged persons are being employed by local park and recreation agencies. Data were received from 559 cities of varying size, and the current employment mix of disadvantaged workers in 21 occupational categories in recreation and parks was analyzed. The survey also reviewed the perceived ways in which park and recreation administrators, local manpower administrators, and disadvantaged workers feel manpower support programs might be improved.

Findings from various segments of the exploratory study produced both general and specific recommendations, the latter for local park and recreation administrators, local manpower administrators, and Federal officials. In addition, several consultative meetings held in conjunction with the study produced a separate set of recommendations directed at the conduct of needed research related to some phase of recruitment, selection, placement, and retention of disadvantaged persons in the park and recreation field.

UTILIZATION OF DISADVANTAGED WORKERS IN PUBLIC PARK AND RECREATION SERVICES
September 1973

NTIS PB231872/AS ($4.75 HC., $1.45 MF.)
Also available from American Association for Health, Physical Education and Recreation, 1201-16th St. NW, Washington, D.C. 20036 or National Recreation and Park Association.

3-026 THE IMPACT OF EMPLOYEE UNIONS ON THE PUBLIC EMPLOYMENT PROGRAM (PEP)

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 92-42-72-17
Project completed fiscal year 1973

Dr. J. Joseph Loewenberg, Richard D. Leone, Karen S. Koziara, and Edward C. Koziara

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; UNIONS; STATE AND LOCAL GOVERNMENT; COLLECTIVE BARGAINING; UNION IMPACT

NTIS PB220855 ($3)
ERIC ed 080752.

3-027* SPECIAL WORK PROJECTS FOR THE UNEMPLOYED AND UPGRADING FOR THE WORKING POOR

STATE OF VERMONT, DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

John M. White, Director, Vermont State Employment Service

Contract 82-48-70-30
Scheduled for completion summer 1974

Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; UPGRADING; LOW INCOME; WELFARE RECIPIENTS; VERMONT

This project explored the feasibility and effectiveness of temporary subsidized job opportunities for welfare recipients and other members of low-income families as a means of helping them to permanent unsubsidized employment. It also explored the feasibility and effectiveness of upgrading training for the working poor.

The contractor established special work project slots with public and nonprofit private employers for some 650 enrollees, and upgrading training opportunities with private employers for almost 150 enrollees. Supportive services (such as day care, health aid, rehabilitation assistance, and social services) were provided by Vermont's Human Resources Agency and the State Office of Economic Opportunity. Followup information on employment and welfare status was gathered at 30, 90, and 180 days following project participation, and additional followup information for up to 30 months is currently being collected.

Analysis of the followup data shows a relatively high postsubsidy placement rate, with very little subsequent attrition. In general, the more successful participants were those who came to the program with better attitudes and motivation, fewer barriers to employment, and more favorable work/welfare histories. The upgrading component was moderately successful in achieving promotion and pay increases, but difficulties were encountered in identifying clients and employers for participation, partly due to a declining economic situation.

Complete documentation of the project experience, including analysis of project outcomes, descriptions of how various operational issues were dealt with, and operating guides and handbook, is contained in a series of monographs and special reports, including a separate grant to the University of Pittsburgh (Grant 92-42-72-29).

VERMONT UPGRADING RESEARCH PROJECT: VERMONT ECONOMIC AND SOCIAL CHARACTERISTICS AND THEIR IMPLICATIONS FOR UPGRADING THE WORKING POOR

E. F. Shelley & Co., Inc.
May 1972

Report Descriptors: UPGRADING; LOW INCOME; LABOR MARKET INFORMATION; VERMONT

STUDY OF THE VERMONT MANPOWER EXPERIMENTAL AND DEMONSTRATION PROGRAM, FINAL REPORT

Booz-Allen and Hamilton, Inc.
October 1973

Report Descriptors: ATTITUDES; MOTIVATION; SUPPORTED EMPLOYMENT; SERVICE DELIVERY SYSTEMS; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB226776/AS ($7 HC., $1.45 MF.)
MA

FINAL UPGRADING REPORT

Robert E. Mattson
September 1973

Report Descriptors: UPGRADING; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB231920/AS ($4.75 HC., $1.45 MF.)
MA

AN EVALUATION OF INDIVIDUALIZED AND POOL SLOT DEVELOPMENT FOR PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Mattson
September 1973

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; MANPOWER PROGRAM MANAGEMENT; VERMONT

NTIS PB231850/AS ($3.25 HC., $1.45 MF.)
MA

CONSIDERATIONS IN SELECTION OF PUBLIC SERVICE EMPLOYERS: THE VERMONT EXPERIENCE

Robert E. Mattson and Joseph A. Rution
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; STATE AND LOCAL GOVERNMENT; VERMONT

NTIS PB231854/AS ($3.75 HC., $1.45 MF.)
MA

THE USES OF PARAPROFESSIONALS IN THE DELIVERY OF MANPOWER AND SOCIAL SERVICES THROUGH PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Stanfield
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; PARAPROFESSIONALS; VERMONT

NTIS PB231897/AS ($3.75 HC., $1.45 MF.)
MA

SWP VERSUS PEP: A COMPARISON BETWEEN THE VERMONT E&D SPECIAL WORK PROJECT AND THE PUBLIC EMPLOYMENT PROGRAM IN VERMONT

Richard A. Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231895/AS ($4 HC., $1.45 MF.)
MA

THE ROLE OF THE COACH IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Erica Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COACHING; VERMONT

NTIS PB231898/AS ($3.25 HC., $1.45 MF.)
MA

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

FINANCIAL DISINCENTIVES FOR WELFARE CLIENTS TO ENTER PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Milton J. Nadworny, R. B. Lawson, and R. E. Musty

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; WELFARE RECIPIENTS; WORK INCENTIVES; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231899/AS ($3.75 HC., $1.45 MF.)
MA

THE ROLE OF THE COUNSELOR IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Christina Gibbons
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COUNSELING AND GUIDANCE; VERMONT

NTIS PB232048/AS ($3.75 HC., $1.45 MF.)
MA

PROCEDURAL GUIDES FOR ADMINISTRATORS OF PUBLIC SERVICE EMPLOYMENT PROJECTS

September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; VERMONT; HANDBOOKS

NTIS PB231851/AS ($4.75 HC., $1.45 MF.)
MA

EMPLOYABILITY BARRIERS OF THE WELFARE/MANPOWER PRIVATE AND PUBLIC SECTORS: THE VERMONT CLIENT GROUP AND THE ABSORPTIVE CAPACITY OF THE EXPERIENCE

Abbus Alnasrawi, John H. Mabry, and Milton J. Nadworny
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; LABOR MARKET INFORMATION; VERMONT

NTIS PB232078/AS ($5 HC., $1.45 MF.)
MA

TRANSPORTATION AS A FACTOR IN THE DELIVERY OF RURAL MANPOWER SERVICES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COMMUTING; RURAL AREAS; SERVICE DELIVERY SYSTEMS; VERMONT

NTIS PB232177/AS ($3.25 HC., $1.45 MF.)
MA

THE TRANSITION FROM SUBSIDIZED TO NONSUBSIDIZED EMPLOYMENT: THE VERMONT EXPERIENCE

Nancy Cargill Vachon
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRANSITION TO WORK; VERMONT

NTIS PB232278/AS ($3.75 HC., $1.45 MF.)
MA

THE USE OF TRAINING RELATED EXPENSE AND ENRICHMENT MONIES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Gordon Gayer, Robert Herdman, Renate Hoinkes, and Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; TRAINING ALLOWANCES; VERMONT

NTIS PB232211/AS ($4 HC., $1.45 MF.)
MA

THE DEVELOPMENT OF A SYSTEM FOR FINANCIAL MANAGEMENT OF PUBLIC SERVICE EMPLOYMENT SUBCONTRACTS: THE VERMONT EXPERIENCE

Peter E. Battelle
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; INFORMATION SYSTEMS; MANPOWER PROGRAM MANAGEMENT; VERMONT

NTIS PB232180/AS ($4 HC., $1.45 MF.)
MA

3-028* TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Richard A. Bernheimer

Grant 21-06-73-06
Scheduled for completion spring 1975

Descriptors: STATE AND LOCAL GOVERNMENT; DISADVANTAGED; CIVIL SERVICE SYSTEM; WELFARE RECIPIENTS; SUPPORTIVE SERVICES; TRAINING PRACTICES; TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL; CALIFORNIA STATE PERSONNEL BOARD; CALIFORNIA

This project explores and demonstrates the feasibility of a public-based employer acting as a first resort employer for the disadvantaged, and providing a transitional training and supportive service program during the initial period of employment.

Newly hired disadvantaged persons will be prepared for part-time or full-time employment elsewhere in the public and/or private sector and hired by those agencies on a full-time basis after having demonstrated mastery of job duties in the outstation assignment. The contractor will arrange through the California Human Resources Division and other State and local agencies to develop and test the transition models. A cost accounting system will be established and maintained to identify and report costs of training, supervision, and other overhead costs incurred by participating employers.

3-029 Transition Methods in the Public Employment Program

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Jean Couturier

Grant 92-11-72-13
Project completed fiscal year 1974

Descriptors: TRANSITION TO WORK; EMERGENCY EMPLOYMENT ACT (1971); PUBLIC EMPLOYMENT PROGRAMS; WAGE SUBSIDIES

This project studied efforts by local jurisdictions to move employees from subsidized jobs in the Public Employment Program (PEP) to regular employment in public or private jobs, as required by the Emergency Employment Act (EEA). Developmental assistance was provided to 12 to 18 jurisdictions operating PEP programs as they undertook their transition activities. In these and other jurisdictions, the practices and problems encountered were analyzed to develop guidelines for accomplishing effective transitions in varying circumstances under both EEA and other legislation providing for public employment, particularly welfare reform measures which were then pending.

3C. SUPPORTED EMPLOYMENT

3-030* The Potential of Wage Subsidies

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John H. Bishop, Institute for Research on Poverty

Grant 51-55-73-04
Scheduled for completion summer 1975

Descriptors: WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study is to increase our understanding of the probable effects of wage subsidies as an alternative form of income supplementation for AFDC recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it is first necessary that we be aware of the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

Three complementary approaches will be used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model; (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. If employment of lower skilled workers increases, at whose expense will the increase occur? The major data source for all approaches will consist of special tabulations by the U.S. Bureau of the Census.

3-031 Supported Employment Project: The Pioneer Messenger Service

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Gary Walker

Contract 82-36-71-09
Project completed fiscal year 1974

Descriptors: DRUG USERS; SUPPORTED EMPLOYMENT; TRANSITION TO WORK; ALCOHOLICS; CORRECTIONS; WORK ENVIRONMENT; NEW YORK, NEW YORK

The contractor determined the effectiveness and costs of a program creating supported employment for chronic alcoholics and addicts.

The project: (1) Developed and operated an enterprise, under the auspices of a nonprofit agency, to provide employment at regular wages for chronic alcoholics and addicts; (2) determined the extent to which such an activity could, after its developmental stage, generate income for its continuation, and the extent to which it would require continuing support; (3) determined the degree to which various participants could perform in low-stress employment situations and/or progress to competitive employment; (4) analyzed the operational practicalities of such an enterprise to develop guides for possible expansion of this type of job creation; and (5) explored the processes involved in obtaining continuing financing from agencies and organizations which would normally maintain these individuals. Participants were drug addicts who had been unable to maintain regular employment in the community.

The demonstration indicated that the single most important element in providing the stability necessary for an individual to avoid his previous life of crime and addiction is the availability of low-stress employment. Counseling, group therapy, and psychological testing had little relation to the participants' work success. The existence of an environment wherein such work success is maximally induced and experienced by the individual as an indicator of his own well being and ability to cope with problems of living appears to be the key element to rehabilitation.

THE PIONEER MESSENGER SERVICE (APRIL 1972)
NTIS PB214575 ($4.85)

3-032* Supported Employment Projects in the Public Sector

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Herbert Sturz, Director

Grant 92-36-72-12
Scheduled for completion spring 1976

Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS; WORK ENVIRONMENT

This project is determining the feasibility of and potential for public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed; and is assessing the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special group.

The grantee, with financial assistance from the City of New York, conducts three public service employment projects employing ex-offenders and ex-addicts. Two of these projects—building/monument restoration and cleaning, and newspaper recycling—employ individuals under the Emergency Employment Act. The third, sidewalk repair and paving, hires employees through the city's capital budget. The three projects provide group work situations, onsite counselors, specialized employee orientation and training, and other supportive services to the participants.

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT

Lucy N. Friedman
October 1973

Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
MA LIMITED DISTRIBUTION

3-033* Supported Employment Planning Grant in Atlanta

ATLANTA URBAN LEAGUE
ATLANTA, GA.

Lyndon Wade, Executive Director

Grant 12-13-74-06

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; GEORGIA, ATLANTA

The objective of these projects will be to determine the feasibility of supported work programs for individuals who, because of their past work histories, are unable to secure and maintain regular employment. The basic feature of the supported work concept is a controlled, low-stress work environment for individuals who are not ready for entry into the competitive labor market. Based upon the supported work model developed by the Vera Institute of Justice, the Manpower Administration is undertaking a national test of the supported work concept to determine its replicability in other jurisdictions. Target populations are limited to youth, female welfare heads of households, ex-offenders, and ex-addicts.

3-034* Supported Employment Planning Grant in the Boston Area

STATE OF MASSACHUSETTS, TECHNICAL DEVELOPMENT CORPORATION
CONCORD, MASS.

David Dayton

Grant 12-25-74-02

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; MASSACHUSETTS, BOSTON AREA

See description of Grant 12-13-74-06, above.

3-035* Supported Employment Planning Grant in Detroit

CITY OF DETROIT, MAYOR'S OFFICE OF MANPOWER
DETROIT, MICH.

Ralph Rosenfeld, Director

Grant 12-26-74-08

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; MICHIGAN, DETROIT

See description of Grant 12-13-74-06, above.

3-036* Supported Employment Planning Grant in Hartford

THE GREATER HARTFORD PROCESS, INC
HARTFORD, CONN.

Robert Patricelli, President

Grant 12-09-74-03

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CONNECTICUT, HARTFORD

See description of Grant 12-13-74-06, above.

3-037* SUPPORTED EMPLOYMENT PLANNING GRANT IN JERSEY CITY

PATRICK HOUSE DRUG ABUSE & FAMILY HEALTH CENTER, CITY OF JERSEY CITY
JERSEY CITY, N.J.

Rev. Francis E. Shiller, Executive Director

Grant 42-34-74-06

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; NEW JERSEY, JERSEY CITY

See description of Grant 12-13-74-06, above.

3-038* SUPPORTED EMPLOYMENT PLANNING GRANT IN NEWARK

STATE OF NEW JERSEY, OFFICE OF NEWARK STUDIES
NEWARK, N.J.

Jack Krauskopf

Grant 42-34-74-07

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; NEW JERSEY, NEWARK

See description of Grant 12-13-74-06, above.

3-039* SUPPORTED EMPLOYMENT PLANNING GRANT IN NEW ORLEANS

CITY OF NEW ORLEANS
NEW ORLEANS, LA.

Robert Tucker, Executive Assistant to the Mayor

Grants 12-22-74-10 and 42-22-74-05

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; LOUISIANA, NEW ORLEANS

See description of Grant 12-13-74-06, above.

3-040* SUPPORTED EMPLOYMENT PLANNING GRANT IN OAKLAND

SPANISH-SPEAKING UNITY COUNCIL OF ALAMEDA COUNTY
OAKLAND, CALIF.

Henry M. Mestre, Deputy Director for Community Services

Grant 12-06-74-05

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CALIFORNIA, OAKLAND; CALIFORNIA, ALAMEDA COUNTY

See description of Grant 12-13-74-06, above.

3-041* SUPPORTED EMPLOYMENT PLANNING GRANT IN OHIO

STATE OF OHIO OFFICE OF POLICY RESEARCH
COLUMBUS, OHIO

John B. Olsen, Special Assistant to the Governor

Grant 12-39-74-07

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; OHIO, COLUMBUS; OHIO, SPRINGFIELD

See description of Grant 12-13-74-06, above.

3-042* SUPPORTED EMPLOYMENT PLANNING GRANT IN PORTLAND

CITY OF PORTLAND, HUMAN RESOURCES BUREAU
PORTLAND, ORE.

Charles R. Jordan, City Commissioner

Grant 12-41-74-01

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; OREGON, PORTLAND

See description of Grant 12-13-74-06, above.

3-043* SUPPORTED EMPLOYMENT PLANNING GRANT IN SAN FRANCISCO

CITY AND COUNTY OF SAN FRANCISCO, OFFICE OF MANPOWER
SAN FRANCISCO, CALIF.

Eunice Elton, Director

Grants 12-06-74-09 and 42-06-74-13

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CALIFORNIA, SAN FRANCISCO

See description of Grant 12-13-74-06, above.

3-044* SUPPORTED EMPLOYMENT PLANNING GRANT IN UTAH

STATE OF UTAH, OFFICE OF STATE PLANNING COORDINATOR
SALT LAKE CITY, UTAH

Burton Carlson

Grant 12-49-74-04

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; UTAH, SALT LAKE CITY; UTAH, OGDEN

See description of Grant 12-13-74-06, above.

3-045* SURVEY OF SHELTERED WORKSHOPS AND THEIR HANDICAPPED CLIENTS

EMPLOYMENT STANDARDS ADMINISTRATION, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Jack Karlin, Division of Research

Contract 20-11-73-25
Scheduled for completion summer 1974

Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT

The workshop portion of this survey has three major objectives: (1) To analyze sources and amounts of fringe benefits such as workmen's compensation, social security, and other income supplements to clients; (2) to analyze the effects of the 1967 Fair Labor Standards Act Amendments separating work activities centers from regular programs; and (3) to explore the feasibility of enlarging the sheltered work concept to expand employment and training opportunities for hard-to-employ persons who are neither physically nor mentally disabled. Institutional training, transition to and withdrawal from competitive employment, wage and productivity determinations, operating income versus expenses, and the efficiency and effectiveness of workshop program functions will also be studied. Handicapped clients' attitudes and experiences as workshop employees will be surveyed and compared with data on workshop operations.

A mail survey of all 1,800 workshops, and personal interviews with a stratified random sample of 3,000 clients will provide the data for the survey.

3D. UPGRADING AND JOB RESTRUCTURING

3-046* CALIFORNIA AGRICULTURE CAREER SYSTEM

SOCIAL DEVELOPMENT CORPORATION
BETHESDA, MD.

Donald G. Bennett

Contract 82-11-71-25
Scheduled for completion spring 1976

Descriptors: MECHANIZATION; EXTERNAL LABOR MARKETS; SEASONAL EMPLOYMENT; OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; AGRICULTURAL COMMUNITIES; FARM WORKERS; EMPLOYER MANPOWER PLANNING; RECRUITMENT; UPGRADING; JOB ANALYSIS; VOCATIONAL TRAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

Known as the Farm Job Ladder Project in its earlier two phases of work, this project had as its original objectives the exploration of: (1) The potential for developing alternative model systems for job structuring and related upgrading on large farms undergoing changes in mechanization levels; and (2) the feasibility of involving farm operators in the testing of new methods for improving farm manpower management.

Having developed a workable career model, applicable with minor variation to either orchard, or field and row farms, and further, having successfully involved farm operators in attempts to adopt new manpower management practices and policies, the project has as its current objective under a final phase of work to extend the utilization of the model in California through a network of State agencies and organizations.

During the developmental phase of work, job task analyses were conducted to cover all activities performed on four farms, represented by different-sized orchard, and field and row crop operations. These data were then ordered into a more generic farm career ladder.

During the implementation phase, the job ladder model was field-tested on additional California farms to find out whether its use would provide more stable farm employment and more efficient farm labor management. This field-testing resulted in refinements of the skill sequences that were incorporated into the ladder, affirmed the model's potential for wider application, helped identify agriculture skill shortage areas where vocational training would be appropriate, and in general assessed the farmers' acceptance, use, and appreciation of the farm job ladder model.

During the final phase of work, project staff are seeking to extend the use of the job ladder model by fitting it into a new network formed by several State agencies working together and sharing responsibilities. The three main California agencies involved in the network are the cooperative extension service, the State department of vocational education, and the employment service.

The career ladder model has been successful thus far in: (1) Satisfying participant farm owners that it does offer a more efficient and reliable way of managing the increasingly complex business of farming; and (2) extending the work season and providing training and upgrading opportunities to a certain portion of farm workers who, in previous years, engaged only in part-time low-skill work.

3-047* Career Progression Systems in the Internal Labor Market

HUMANIC DESIGNS DIVISION, INFORMATION SCIENCE CORPORATION
MANHASSET, N.Y.

Dr. Samuel Marks, President

Contract 82-34-70-04
Scheduled for completion summer 1974

Descriptors: OCCUPATIONAL MOBILITY; UPGRADING; INTERNAL LABOR MARKET; CAREER GOALS; MINORITIES; WOMEN; JOB STRUCTURE; TRANSFERABILITY OF SKILLS; CAREER PATTERNS

This project is developing and testing multistep career progression systems for low-skill workers in private industry. An effort will be made to determine ways in which methods found to be effective in three organizational settings—a large multiplant manufacturing corporation, a national trade association, and a government agency—may be spread through the organization or industry.

The progression opportunity area is a relatively new one; however, evidence is beginning to emerge that well-articulated progression opportunity approaches can be developed encompassing the job structure, procedures governing movement within the structure, and qualifications required for entry into higher skilled jobs that can improve productivity and help solve problems of morale indicated by absenteeism, turnover, and quit rates. Concern of top management with EEO compliance appears to be an added motivation.

Approaches for encouraging employers to commit their own resources for achieving planned upward mobility with little or no government intervention should be continued along with a refinement of techniques to bring about equal employment opportunity for minority groups and women.

UPWARD MOBILITY FOR THE UNDEREMPLOYED WORKER (ISSUES AND PROBLEMS SERIES/ MANPOWER AND MOBILITY)

John Clarke
June 1971

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; CAREER PATTERNS; EMPLOYER MANPOWER PLANNING; UNIONS

NTIS PB201148
Also available from Humanic Designs Division, Information Science Corporation, 1615 Northern Boulevard, Manhasset, N.Y. 11030.

3-047A* Career Progression Systems in a Multiplant Manufacturing Corporation

Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; UPGRADING, OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; EMPLOYER MANPOWER PLANNING; TRANSPORTATION EQUIPMENT INDUSTRY

Career progression systems are being designed and tested jointly with a major automobile manufacturing firm in two pilot plants of the company, and methods are being developed for transferring concepts and approaches to other plants.

An onsite team of manpower analysts is aiding Chrysler Institute staff in collecting and analyzing data on in-plant movements of the work force, developing prototype first approximations of a career progression system for limited sections of each plant, reforming job task and requirements analyses, designing a career progression system, recommending operating procedures, and implementing and evaluating a pilot version.

Progression models can be designed, using the current approach, which find acceptance as theoretically valid systems. The central concept of this career progression system is to expand and make visible the options for movement of employees upward through sequences of jobs based on prior skill or knowledge irrespective of department or work area. However, there is a tendency to fragment the system by selecting what is least controversial from it. Training, counseling, and union seniority rules act as constraints.

One of the goals of the current and last phase of the project is to find ways of overcoming the constraints so that a rational and equitable system can be implemented and tested. This can be achieved only if top corporate and international union officials work jointly with plant and local officials to change seniority clauses in the collective bargaining agreement and customary plant practice.

CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET FOR A MULTI-PLANT MANUFACTURING CORPORATION

Leonard Smith
October 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER MANPOWER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; TRANSPORTATION EQUIPMENT INDUSTRY

3-047B* Career Progression Systems in the Food Service Industry

Descriptors: INTERNAL LABOR MARKET; JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; EMPLOYER MANPOWER PLANNING; FOOD SERVICE INDUSTRY

The National Restaurant Association (NRA) is being assisted in designing and implementing career progression systems in four segments of the food service industry, and in developing the capability to serve as a stimulator and technical guidance agent for bringing increased attention to internal mobility practices within the industry.

An onsite team of manpower analysts instructed a cadre of NRA staff members in the concepts and methods of developing career progression systems. In concert with this staff, they designed generalized career progression models and attempted to apply these models

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

in an institutional food service corporation, a commercial restaurant corporation, and a hotel corporation.

The logic of the designs, based on skill/knowledge relationships, was recognized by the food service managements. The lack of visible career paths was universally recognized as a major factor leading to the extraordinarily high rate of turnover and absenteeism in the industry. At the same time, adoption of more rational systems was perceived to be a long-term objective. Given the historic industry attitudes to their employees, the short term return of one-step upgrading and related training is apparently much more acceptable to management than a multistep career progression system.

National trade associations similar to the NRA, which represents primarily small establishments with no formal manpower planning facilities or experience, should be encouraged to serve their members essentially as educators, demonstrating how to improve career opportunities. Their role should be that of technical education through such means as seminars, handbooks, and responding to members' queries.

CAREER PROGRESSION SYSTEMS IN THE FOOD SERVICE INDUSTRY

Leonard Smith and Caroline Pezzullo
August 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER MANPOWER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; FOOD SERVICE INDUSTRY
MA

3-047C* Minority Mobility Project

Descriptors: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; UPGRADING; OCCUPATIONAL MOBILITY; INTERNAL LABOR MARKET; CAREER GOALS

The objective of this subproject was to work with a Government agency (Equal Employment Opportunity Commission) to expand its capacity to aid companies in providing voluntary compliance with upward mobility objectives.

In cooperation with EEOC, a staff team provided technical assistance to that agency's Office of Voluntary Programs to extract learnings about the relationship between upward mobility policies and practices and discrimination. Two manuals guiding voluntary programs officers and large private sector employers in the identification of systemic discrimination were designed and tested.

The meaning of and requirements for being in compliance with EEO laws were found to be broadly misunderstood by large private sector employers. Upward mobility is found to benefit from government pressure to achieve equal employment opportunity: the closer that employment procedures incorporate scientific methodologies, and the more job related the selection and placement criteria, the less discriminatory the system. Identifying the existing faults of current systems is a difficult task not only because of technical complexity but also because of reluctance to modify established procedures.

The development of technical resources in the area of equal employment opportunity and identification of systemic discrimination represents a proper and effective use of government funds. This is particularly true with the provision of expanded technical assistance by agencies whose main function is investigation for compliance.

MINORITY MOBILITY PROJECT: INTERIM REPORT

Oscar Ornati
October 1972

Report Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; INTERNAL LABOR MARKET; INDUSTRY PRACTICES; WOMEN; MINORITIES; DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
MA

MINORITY MOBILITY PROJECT: FINAL REPORT

Oscar Ornati
September 1973

Report Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; INTERNAL LABOR MARKET; EMPLOYER MANPOWER PLANNING; MINORITIES; WOMEN; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; DISCRIMINATION
MA

3-048 Cleveland In-Plant Training and Advanced Upgrading Project

OFFICE OF THE MAYOR, CITY OF CLEVELAND
CLEVELAND, OHIO

Contract 82-37-70-32
Project completed fiscal year 1972

ADVANCED HIGH INTENSITY TRAINING (AHIT)—FINAL REPORT

Dr. Thomas Cutolo
February 1971

Report Descriptors: UPGRADING; ADVANCED HIGH INTENSITY TRAINING; HIGH INTENSITY TRAINING; INTERNAL LABOR MARKET; LOW-WAGE INDUSTRIES; LOW-WAGE JOBS; OHIO, CLEVELAND
MA

3-049* Demonstration Project to Develop and Test Alternative Qualifications and Credentials for Upgrading Paraprofessionals in Human Service Occupations

NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY)
NEW YORK, N.Y.

Seymour Lesh

Contract 82-34-70-29
Scheduled for completion spring 1976

Descriptors: PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; CREDENTIALING; UPGRADING; CHILD DAY CARE; VOCATIONAL TRAINING

With the assistance of employers, educational institutions, appropriate unions, and professional societies, this project is developing and testing innovative models of upward mobility for paraprofessionals in four human service occupations (addiction services specialist, occupational therapist, child development worker, and early childhood teacher). The project is developing changes in qualifications and accreditation processes alternative to the ones required by most employers and educational institutions. During phases I and II, the project has developed funding support from NIMH, NIH, and New York City and State agencies. During the current and final phase (III), the contractor will follow up and assess the progress made in the four occupational areas in order to facilitate the replication and institutionalization of project findings by State and Federal agencies.

Key features of the models include the following: (1) Credentials are based on a thorough analysis of job-relevant knowledge and skills; (2) the employer fully collaborates with an academic institution to determine training and curriculum content; and (3) academic credit is given for past work experience, on-the-job training, and critical life experience.

UPGRADING AND CREDENTIALING PARAPROFESSIONALS: DEVELOPING NEW MODELS IN HUMAN SERVICE OCCUPATIONS

FINAL REPORT FOR PHASE I: SEPTEMBER 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

APPENDICES FOR FINAL REPORT FOR PHASE I: SEPT. 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

DEMONSTRATION PROJECT ON DEVELOPING ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR PARAPROFESSIONALS FINAL REPORT: PHASE II (DECEMBER 1973)

Seymour Lesh and staff
May 1974

Report Descriptors: PARAPROFESSIONALS; CREDENTIALING; UPGRADING; VOCATIONAL TRAINING; HUMAN SERVICE OCCUPATIONS
MA

3-050 DEVELOPMENT OF CAREER PROGRESSION SYSTEMS FOR EMPLOYEES IN THE FOOD SERVICE INDUSTRY

NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

Gary L. Hotchkin

Contract 82-17-71-19
Project completed fiscal year 1974

Descriptors: FOOD SERVICE INDUSTRY; UPGRADING; JOB ANALYSIS; INDUSTRY PRACTICES; CAREER PATTERNS

The project was designed to develop career ladders for use in four segments of the food service industry—institutional feeding, hotel food service, commercial restaurants, and airline food service. The project also tested whether a trade association could be an effective vehicle for introducing such systems to an industry and for influencing member organizations to adopt them.

Based on a recent research study by Cornell University, the project: (1) Developed and installed new career ladders; (2) assessed the problems involved and methods of meeting these; and (3) measured the impact of new upward mobility systems in the food service industry. Academic consultants from the three leading hotel schools provided analytic assistance, and Humanic Designs Corporation provided technical assistance.

Career progression systems can be implemented in the food service industry given two main prerequisites: a posture of organizational growth and expansion; and corporate concern about manpower problem areas such as high employee turnover, need for skilled labor, improved productivity and other job performance issues. A national trade association such as the National Restaurant Association can be effective as a vehicle for influencing corporations to adopt new approaches to manpower development issues because of its established role as communicator to the industry of new technical and management concepts.

Gary L. Hotchkin
April 1974

NTIS PB236832/AS ($7 HC.)

HOW TO INVEST IN PEOPLE: A HANDBOOK ON CAREER LADDERS

National Restaurant Association
1973

MA

Available from National Restaurant Association, One IBM Plaza, Suite 2600, Chicago, Illinois 60611.

3-051 DEVELOPMENT OF UPGRADE MODELS IN PRIVATE INDUSTRY

NEW CAREERS SYSTEMS INSTITUTE
NEW BRUNSWICK, N.J.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Leonard P. R. Granick

Contract 82-34-69-41
Project completed fiscal year 1974

Descriptors: UPGRADING; EMPLOYER MANPOWER PLANNING; JOB RESTRUCTURING; INTERNAL LABOR MARKET; OCCUPATIONAL STRUCTURE; MANUFACTURING; SUPERVISION; SUPPORTIVE SERVICES; BASIC EDUCATION; OCCUPATIONAL TRAINING; INDUSTRY PRACTICES

This project developed, implemented, and assessed new methods of adapting jobs and job progression systems in industry to facilitate the promotion of employees whose opportunities for upward mobility would otherwise be limited. The new models were also assessed in terms of their potential to increase employers' effectiveness in managing internal labor market problems.

During the initial phase, an upgrading program was designed and installed in a small company manufacturing plastic print materials. NCSI did a job-task analysis and developed a diagonal/vertical career ladder system tied to on-the-job skills training, off-the-job basic education (including courses for the high school equivalency certificate), and other supportive services.

In subsequent phases, NCSI worked with four large manufacturing companies which differed from each other and from the phase I company in type of production and organization of work, but had similar work sites characterized by comparatively flat occupational structures.

During phase II, NCSI explored a variety of upgrading issues with each of these companies. It presented individual work plans based on feasibility studies conducted within specified plants or divisions, and with the company's approval, began to prepare materials for employee skills training and supervisory training, job restructuring, and the development of new ladders.

During the final months of work, NCSI attempted implementation of the basic upgrade models developed during phase II. It also undertook an assessment of the impact of these efforts on employee performance, turnover, and other indicators.

In phase I it was found that: (1) A majority of employees preferred additional skills training to additional basic education, even when a combination of the two was offered as an alternative; (2) both employer and employees appeared more receptive to the notion of upgrading programs when such programs were designed for and open to all employees (not just newly hired or entry level); and (3) because of costs and lack of skilled training personnel, a small company is unlikely to support a formalized upgrading system.

Subsequent phases found that: (1) Contrary to popular belief, a considerable range of upgrading models can be developed for flat occupational structures in manufacturing; (2) education beyond basic literacy plays an infrequent role in preparing blue-collar workers for either employment or upgrading, and there is insufficient evidence that Federal support in broad educational activities would materially enhance blue-collar mobility; and (3) there is no evidence that "local" success at a plant site is transmitted up the command chain to the corporate level, or that the corporate level sends down encouragement or mandates to continue with upgrading efforts, unless there are EEO pressures.

ALPHA: A CASE STUDY IN UPGRADING

Leonard P. R. Granick, Lee E. Jackson, and Robert B. Greaux
1973

NTIS PB220624 ($3 HC., $1.45 MF.)
MA

3-052 EDUCATING THE EMPLOYED DISADVANTAGED FOR UPGRADING: A REPORT ON REMEDIAL EDUCATION PROGRAMS IN THE PAPER INDUSTRY

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 81-42-71-02
Project completed fiscal year 1972

Richard L. Rowan and Herbert R. Northrup
May 1973

Report Descriptors: BLACKS; UNDEREMPLOYMENT; RACIAL DISCRIMINATION; UPGRADING; BASIC EDUCATION; PAPER INDUSTRY; SENIORITY SYSTEMS

NTIS PB210824

3-053 ENHANCEMENT OF WORKER MOBILITY AND JOB OPPORTUNITY

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 92-17-71-02
Project completed fiscal year 1972

A THREE COMPANY STUDY OF THE INTRA-FIRM MOBILITY OF BLUE COLLAR AND LOWER LEVEL WHITE COLLAR WORKERS

Dr. Frank H. Cassell and Dr. Samuel I. Doctors
November 1972

Report Descriptors: INTERNAL LABOR MARKET; UPGRADING; OCCUPATIONAL MOBILITY; LOW INCOME; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; MANUFACTURING

NTIS PB226184/AS ($5.50 HC., $1.45 MF.)

3-054* AN EVALUATION OF JOURNEYMAN UPGRADING PROGRAMS IN SELECTED CONSTRUCTION TRADES

FLORIDA INTERNATIONAL UNIVERSITY
MIAMI, FLA.

Dr. William S. Franklin, Assistant Professor of Economics

Grant 21-12-74-22
Scheduled for completion winter 1975

Descriptors: UPGRADING; JOURNEYMEN; CRAFTSMEN; CONSTRUCTION INDUSTRY; UNION MANPOWER PRACTICES; RELATED INSTRUCTION

Assessments of training in the skilled trades have ignored the journeyman upgrading programs. Such programs, mainly union sponsored, offer journeymen the opportunity to acquire new skills, learn new processes, or brush up on old skills. This study examines six such journeyman training programs in the construction industry in two cities. The project is designed to determine the impact of these programs on the construction industry, and explore suggestions for improving and expanding the programs.

Personal interviews will be conducted with union representatives, journeymen, employers, and other knowledgeable parties within the industry. These interviews and other data sources will enable the investigator to assess the types and quality of training offered, characteristics of journeymen pursuing such training, benefits of the training, teaching techniques, and the frequency of course offerings.

3-055* HEALTH SERVICES MOBILITY STUDY

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Eleanor G. Gilpatrick, Director

Contract 82-34-69-34
Scheduled for completion fall 1975

Descriptors: UPGRADING; HEALTH MANPOWER; JOB ANALYSIS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; CURRICULA

The basic goal of HSMS is to find methods of facilitating the upward mobility and more effective development and use of health services workers.

Project staff will develop, test, and apply a highly sophisticated, explicitly researched, and well documented methodology for job analysis, occupational structuring, and curriculum design. These tests will take place in operating situations, principally in health services organizations and educational institutions.

Initial findings indicate that New York municipal hospitals can be restructured to permit more efficient use of health manpower. Additionally, the principal investigator has designed and validated a task analysis methodology which may be used in industries other than health services. Limited copies of selected project reports may be obtained from Health Services Mobility Study, 346 Broadway, Room 714, New York, N. Y. 10013.

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA, (WORKING PAPER NO. 11)

Christiana Gulion and Dr. Eleanor G. Gilpatrick
July 1973

Report Descriptors: CURRICULA; UPGRADING; HEALTH MANPOWER; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/5AS ($5.75 HC., $1.45 MF.)

THE OCCUPATIONAL STRUCTURE OF NEW YORK CITY MUNICIPAL HOSPITALS (RESEARCH REPORT NO. 2)

Dr. Eleanor G. Gilpatrick and Paul K. Corliss

Report Descriptors: HOSPITALS; HEALTH MANPOWER; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NEW YORK, NEW YORK

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972. (TECHNICAL REPORT NO. 11)

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912
MA LIMITED COPIES AVAILABLE

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1,1972 TO MARCH 15,1973. (TECHNICAL REPORT NO. 12)
1973

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321 ($3.75 HC., $1.45 MF.)
MA LIMITED COPIES AVAILABLE

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE (RESEARCH REPORTS NOS. 4 AND 5)
1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE
Available from Research Foundation, City University of New York, 346 Broadway, New York, N.Y. 10013.

3-056* IMPACT AND EFFECT OF THE JOB ADVANCEMENT TRAINING R&D PROJECT IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Grant 21-06-74-06
Scheduled for completion winter 1975

Descriptors: CANNING INDUSTRY; UPGRADING; WOMEN; MEXICAN AMERICANS; CHINESE AMERICANS; UNIONS;

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

TRAINING EFFECTIVENESS AND IMPACT; LAYOFFS; CALIFORNIA

This study will measure outcomes and individual effects of an R&D Project, Job Advancement Training (J.A.T.), concerned with the use of layoff time to train seasonal workers in the canning industry. Additionally, this evaluative study will examine the impact of the J.A.T. Project upon the industry's manpower perceptions and practices.

Procedures include: (1) Assembling, updating, and analysis of base and post-training earnings data for more than 400 participants and comparing these with a matched group; and (2) worker, employer, and union leader interviews.

3-057* Improving the Utilization of Health Manpower by Participant Observation

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Harold M. Goldstein and Dr. Morris A. Horowitz, Center for Medical Manpower Studies

Grant 42-25-72-10 (formerly Contract 41-9-004-23 and Grant 91-23-67-57)
Scheduled for completion spring 1975

Descriptors: HEALTH MANPOWER; UPGRADING; PARTICIPANT-OBSERVER METHODOLOGY; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, CAMBRIDGE

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the long-run and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers will attempt to act as change agents, using "participant observation" research techniques, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and manpower utilization. They will also attempt to utilize in these hospitals the findings from other research and development efforts in the health manpower area.

In addition, the researchers are analyzing more than 2,200 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health manpower area.

TWO-YEAR REPORT OF JUNE 30, 1972 TO JUNE 30, 1974
July 1974

Report Descriptors: HEALTH MANPOWER; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; MASSACHUSETTS, CAMBRIDGE

NTIS PB236324/AS ($3.75 HC.)
MA LIMITED COPIES AVAILABLE
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

RESTRUCTURING PARAMEDICAL OCCUPATIONS: A CASE STUDY

VOL. 1, FINAL REPORT
January 1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS

NTIS PB211113
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

VOL. 2, APPENDIXES C AND D
January 1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS

NTIS PB211114 ($6)
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

3-058* In-Plant Upgrading and Mobility Patterns

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Herbert R. Northrup, The Wharton School of Finance and Commerce

Grant 92-42-72-26
Scheduled for completion fall 1974

Descriptors: UPGRADING; SUPERVISION; DISADVANTAGED; INDUSTRY PRACTICES; WORK INCENTIVES; OCCUPATIONAL MOBILITY

The objective of this study is to conduct case studies of in-plant upgrading and mobility patterns in different industries in order to describe the mobility paths that foremen and supervisors have followed; to determine the extent to which promotions are based on objective, quantifiable criteria; and to construct a model that explains the typical mobility path followed by supervisors.

Six to eight plants in different industries with various types of seniority structures will be selected for study. Company personnel policy statements will be examined to determine whether upgrading policy is clearly articulated and what impact it has on the promotion process. The grantee will also assess information from personnel records to discern whether characteristics of upgraded workers change over time. Interviews will be conducted with plant managers, foremen, workers and others with knowledge of upgrading and promotion decisions. Multiple regression and other basic statistical techniques will be used to develop a mobility model.

3-059 JOB ADVANCEMENT TRAINING PROGRAM: TRAINING THE WORKER DURING PERIODS OF LAYOFF

UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION
NEW YORK, N.Y.

Contract 82-34-70-31
Project completed fiscal year 1974

Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION; TRAINING INCENTIVES; TRAINING PRACTICES; EMPLOYABILITY DEVELOPMENT

This project, through its first two phases, sought to determine whether and how constructive use could be made of cyclical and/or seasonal layoff time through training which leads to increased performance and employability of workers and the general improvement of work force capability. In its third phase the project is focusing on a highly seasonal industry, canning, to determine the utility of training during layoff for seniority-eligible workers employed under a collective bargaining agreement who have been passed over for better jobs or for longer periods of employment because they are found unqualified.

Phases I and II explored the feasibility of building a community-wide system for developing general employer and community acceptance of using layoff time for indirectly related job improvement. Phase III seeks similar information on an industry-occupation basis, with a closer relationship between training and job gain.

Phases I and II offered a community training center providing other-than-skills training, support services, and placement assistance (where appropriate) to recently laid off unskilled and semiskilled workers. Phase III, through a network of classes in local labor union halls, offered adult basic education, instruction in English as a second language and counseling on job behavior and on worker rights under the labor-management contract.

Phases I and II established that the primary target group—those with considerable labor force attachment—did not perceive the program as offering sufficient benefits to justify enrolling, nor did employers of such workers generally encourage participation. The program attracted instead workers of slight labor force attachment who were in fact not laid off but unemployed. In essence phases I and II demonstrated that, insofar as the test site was typical, generalized training during layoff without a direct job payoff has little or no appeal for primary labor force members who perceive other factors, perhaps including seniority, as determining their working futures. Further, employers see the encouragement of layoff time training as a kind of implied commitment of economic reward which they are not now willing to make. They also distinguish workers in whom they see an economic stake from those of little concern to them because of their transient character. (For other Job Advancement Training projects, see Contracts 21-06-74-05, 21-06-74-06, and 20-06-74-12.)

AN EXPERIMENT IN USING LAY-OFF TIME FOR IMPROVING WORKERS' ADVANCEMENT POTENTIAL

William T. McGrath
October 1972

Report Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION; EMPLOYABILITY DEVELOPMENT; TRAINING PRACTICES

NTIS PB217105
ERIC ed 075605.

THE FIRST YEAR: TRAINING THE LAID OFF WORKER

William T. McGrath
December 1971

Report Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION

NTIS PB210789

3-060 NEW OCCUPATIONS DEMONSTRATION PROJECT

MOBILIZATION FOR YOUTH, INC.
NEW YORK CITY, N.Y.

Contracts 82-34-69-18 and 82-34-66-25
Project completed fiscal year 1972

THE GATEWAY PROJECT: AN MFY OCCUPATIONAL ADVANCE PROGRAM IN HIGH SKILLS SHORTAGE INDUSTRIES

VOL. 1, FINAL REPORT
November 1972

Report Descriptors: CAREER PATTERNS; MANPOWER SHORTAGES; INNER-CITY RESIDENTS; REPAIR SERVICES; VOCATIONAL TRAINING; COUNSELING AND GUIDANCE; SKILLED WORKERS; GATEWAY PROJECT; LITERATURE REVIEW

VOL. 2, VOCATIONAL TRAINING MANUAL
November 1972

Report Descriptors: REPAIR SERVICES; VOCATIONAL TRAINING; GATEWAY PROJECT; SKILLED WORKERS; MANPOWER SHORTAGES; HANDBOOKS

ESTABLISHING A CAREER: THE NEW SOCIAL HEALTH TECHNICIAN

Anita S. Vogel
January 1971

Report Descriptors: CAREER PATTERNS; INSTITUTIONAL CHANGE; MANPOWER SHORTAGES; HEALTH MANPOWER; VOCATIONAL TRAINING; COUNSELING AND GUIDANCE

NTIS PB199118
MA MA/ORD FINDINGS NO. 11

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

NEW HEALTH OCCUPATIONS PROGRAM: SELECTION PROCEDURE AND SCREENING INSTRUMENTS

Anita Vogel
December 1969

Report Descriptors: HEALTH MANPOWER; RECRUITMENT; NEW HEALTH OCCUPATIONS PROGRAM; COUNSELING AND GUIDANCE

NTIS PB201174

3-061 Proficiency Examinations for Medical Laboratory Workers

NATIONAL COMMITTEE FOR CAREERS IN THE
MEDICAL LABORATORY
BETHESDA, MD.
AND
EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dallas Johnson, Project Director; Jean D. Linehan, Principal Investigator; and Dr. Frank Fornoff, ETS Test Division

Contract 82-22-70-35
Project completed fiscal year 1974

Descriptors: TESTING; HEALTH MANPOWER; VETERANS; UPGRADING; CREDENTIALING; OCCUPATIONAL LICENSING

The objective of this project was to develop proficiency examinations as a means of fostering placement and promotion of competent medical-laboratory workers who lack formal credentials, particularly veterans with some health training. In addition, the researchers will determine if this technique can supplant or enhance licensing, certifying, or other credentialing mechanisms which may act as an artificial barrier to employment and advancement.

Working with the Educational Testing Service of Princeton, the contractor set up an advisory committee composed of pathologists, medical technologists, military laboratory educators and directors, and Government specialists to guide development of the tests. The final tests have been given in two pilot administrations to over 3,500 persons in 100 test centers, and have been validated on technicians currently working in clinical laboratories.

A CHANCE TO GET AHEAD: PROFICIENCY EXAMINATIONS FOR CLINICAL LABORATORY PERSONNEL; FINAL REPORT, JULY 1, 1970, TO JANUARY 31, 1974

Jean D. Linehan
June 1974

NTIS PB236178/AS ($3.75 HC.)
MA LIMITED SUPPLY
Also available from National Committee for Careers in the Medical Laboratory, 9650 Rockville Pike, Bethesda, Md. 20014 ($3.50).

3-062* Research Demonstration Program for Training and Career Ladder Development for Housekeepers in the Lodging and Public Health Industries

COUNCIL ON HOTEL, RESTAURANT AND
INSTITUTIONAL EDUCATION
WASHINGTON, D.C.

Richard M. Landmark, Executive Vice President

Grant 92-11-72-25
Scheduled for completion fall 1974

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; UPGRADING; LODGING INDUSTRY; HOUSEKEEPERS; SUPERVISION; MINORITIES; HEALTH MANPOWER; LABOR-MANAGEMENT CONSORTIA; OLDER WORKERS; COLORADO, DENVER

This study will: (1) Test whether an industry association, by bringing together management, labor, educational institutions, and government, can stimulate adoption of a model training and career ladder system for promoting workers to professional positions as housekeepers in the lodging and public health industries; and (2) determine the extent to which the model system enables workers to progress from entry-level jobs to top positions in executive housekeeping.

Hospitals and hotels in the Denver area will cooperate in establishing the training and education components of the model system. The impact of the model will be tested by comparing an experimental group of 40 trainees—selected mainly from minority and older workers with interest and potential, and including at least 10 domestic workers—with a control group.

The initial phase found that a model acceptable to management and trainees can be developed; and that half the experimental group of trainees received promotions while only 10 percent of the control group went up the job ladder. The successful model provided for: (1) A comprehensive review of production and supervision skills combined with on-the-job training; (2) communications and interpersonal relations; (3) employer-financed training stipends; (4) self-selection for training; and (5) vigorous promotion of the model by the trade association.

The Council on Hotel, Restaurant and Institutional Education recommends that further efforts be made to persuade industry to adopt the model training and career ladder program; that employers adopt a promotion from within policy; that industry develop improved reward systems to encourage worker aspirations; and that the rationalized career ladder and training system be used to reinforce basic personnel policy improvements.

3-063* Training for Upgrading in the Northern California Canning Industry

JOINT COMMITTEE FOR CANNERY INDUSTRY
TRAINING PROGRAM, INC.
WALNUT CREEK, CALIF.

99

John Scalone and Mike R. Elorduy

Contract 20-06-74-12
Scheduled for completion winter 1975

Descriptors: UPGRADING; WOMEN; CHINESE AMERICANS; MEXICAN AMERICANS; CANNING INDUSTRY; UNIONS; SEASONAL EMPLOYMENT; TRAINING PRACTICES; ENGLISH AS A SECOND LANGUAGE (ESL); BASIC EDUCATION; LABOR-MANAGEMENT CONSORTIA; CALIFORNIA

This project will provide for transition and institutionalization of an E&D project with the canning industry which tested the feasibility of providing upgrade training services to low income seasonal workers during layoff periods.

The project will operate on a shared costs basis with a joint labor-management group who will conduct training in job skills common to the industry, employment related counseling, English as a second language, and adult basic education classes. Duration of training will be flexible, occur largely during layoff periods in six localities, and be adapted to upward mobility needs of seniority eligible workers employed under a collective bargaining agreement.

3-064 TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY (PLANNING PHASE)

JOINT TRAINING COMMITTEE OF THE CALIFORNIA PROCESSORS, INC. AND THE CALIFORNIA STATE COUNCIL OF CANNERY AND FOOD PROCESSING UNIONS
WALNUT CREEK, CALIF.

Mike R. Elorduy and John Scalone

Grant 21-06-74-05
Project completed fiscal year 1974

Descriptors: CANNING INDUSTRY; UPGRADING; UNIONS; COLLECTIVE BARGAINING; TRAINING PRACTICES; SEASONAL EMPLOYMENT; LAYOFFS; INDUSTRIAL RELATIONS; CALIFORNIA

This project provided a planning phase for a subsequent project which will implement and expand an earlier E&D model developed for upgrade training of low-wage seasonal workers in the canning industry during periods of layoff.

During this planning phase, a collective bargaining agreement established an affirmative action/training fund. This fund jointly supports, on a continuing basis, an upgrade-training program to be administered by a joint labor-industry committee.

3-065* TRAINING INCENTIVE PAYMENTS PROGRAM (TIPP)

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Dr. Sumner M. Rosen

Contract 82-34-69-44
Scheduled for completion winter 1975

Descriptors: UPGRADING; INTERNAL LABOR MARKET; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW-WAGE JOBS

This project is exploring the feasibility of incentive payments, internal rewards, and other effective systems for private employers to increase the internal upward mobility of their low-income workers.

In the most recent phase, the project has been exploring and testing methods of improving the internal labor market's effectiveness in upgrading skills and earnings of low-income workers. It has developed and is testing an accounting-based system for measuring costs and benefits of upgrading, and reporting these to top management. From these efforts, TIPP will determine whether the methods used in different sites, and the results they produce can provide the basis for one or more model systems for developing effective upgrading programs with individual employers in the private sector.

Although the program was well publicized, initial findings of the first TIPP model using money incentives are that: (1) Many employers were willing to endorse the program, but only small numbers were ready to participate; (2) most employers do not know how to upgrade their workers; and (3) money was seldom a prime incentive to increase upgrading activities.

TIPP FIRST YEAR'S OPERATIONS (MARCH 1970 TO MAY 1971)

Dr. Sumner M. Rosen
June 1971

Report Descriptors: UPGRADING; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME

NTIS PB201160 ($3)

FIRST ANNUAL REPORT

Dr. Sumner M. Rosen
October 1970

Report Descriptors: UPGRADING; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME

UPGRADING LOW INCOME WORKERS—COSTS AND BENEFITS, A PROTOTYPE INFORMATION SYSTEM

Michael O. Alexander, Touche Ross and Co.
May 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; TRAINING INCENTIVES; COST EFFECTIVENESS; LOW INCOME

NTIS PB236437/AS ($5.50 HC.)

UPWARD MOBILITY OF LOW INCOME WORKERS

Dr. Edward Steinberg
July 1973

Report Descriptors: UPGRADING; LABOR FORCE BEHAVIOR; LOW INCOME

NTIS PB236192/AS ($4.75 HC.)

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

TRAINING INCENTIVE PAYMENTS PROGRAM: A REPORT

Dr. Sumner M. Rosen
June 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME; COST EFFECTIVENESS; LABOR FORCE BEHAVIOR

NTIS PB232302/AS ($3.75 HC., $1.45 MF.)

3-066 Upgrading in Cleveland—Program Analysis of Three Years' Experience

METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Contract 82-39-72-10
Project completed fiscal year 1972

UPGRADING: THREE YEARS EXPERIENCE IN CLEVELAND

Theodore D. Small
January 1972

Report Descriptors: UPGRADING; HIGH INTENSITY TRAINING; ADVANCED HIGH INTENSITY TRAINING; INTERNAL LABOR MARKET; LOW INCOME; LOW-WAGE JOBS

NTIS PB208174 ($3)

3-067 Upward Mobility Through Job Restructuring

U.S. CIVIL SERVICE COMMISSION
WASHINGTON, D.C.

Contract 82-09-70-34
Project completed fiscal year 1972

VOL. 1, BUILDING CAREER PROGRAMS IN THE FEDERAL SERVICE WITH MATERIAL DEVELOPED BY THE APPLICATION OF JOB RESTRUCTURING

David Futransky
April 1972

Report Descriptors: UPGRADING; JOB RESTRUCTURING; JOB DEVELOPMENT; CIVIL SERVICE SYSTEM; FEDERAL GOVERNMENT; HANDBOOKS; INSTRUCTIONAL MATERIALS

NTIS PB211711

VOL. 2, INSTRUCTOR'S GUIDE FOR TASK ANALYSIS AND JOB RESTRUCTURING.

David Futransky
April 1972

Report Descriptors: UPGRADING; JOB RESTRUCTURING; JOB DEVELOPMENT; CIVIL SERVICE SYSTEM; FEDERAL GOVERNMENT; HANDBOOKS; INSTRUCTIONAL MATERIALS

NTIS PB211712

3-068* Utilization and Replication of Manpower Research and Development Findings from Projects with Atomic Energy Commission

U.S. ATOMIC ENERGY COMMISSION
OAK RIDGE, TENN.

Wendell Russell, Oak Ridge Associated Universities

Grant 20-47-73-18
Scheduled for completion fall 1974

Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; TRAINING PRACTICES

The objectives of the current program are divided into several areas of special emphasis. The principal activity is to continue to explore the practicality of developing additional industry training programs elsewhere, based on the Training and Technology (TAT)-AEC-Union Carbide Corporation (GOCO) model at Oak Ridge. This involves use of an industrial facility for intensive training of unskilled persons in several significantly high-skill occupations with subsequent placement at high wages in local or neighboring communities. The TAT program has been developed as an experimental and demonstration project by the U.S. Department of Labor (DOL)-AEC since 1966. Efforts are being made to have TAT financed and conducted under decentralized manpower programming. Other project activities are: (1) Develop further the Regional Utilization Network (RUN); (2) continue work for linking high school students and industrial training; and (3) conduct other R&D studies.

A small flexible staff of knowledgeable manpower specialists will assess the accumulated experiences of various manpower programs operated at Oak Ridge under DOL-AEC sponsorship during the past 7 years, and meet periodically with DOL staff to plan and guide the project's findings, studies, research activities, and utilization strategies. Use is made of the comprehensive resources of ongoing manpower programs at Oak Ridge and other locations under jurisdiction of AEC; other services and training needed will be obtained from the participating universities and other sources available to the Oak Ridge Associated Universities.

ANNUAL REPORT FOR CALENDAR YEAR 1973 OF MANPOWER RESEARCH AND DEVELOPMENT PERFORMED UNDER INTERAGENCY AGREEMENTS DOL A-20-47-73-18 AND DOL 82-47-72-05

February 1974

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

UPGRADING: REPORT OF PHASE I, PART I: ANALYSIS OF UPGRADING PRACTICES IN AN INDUSTRIAL SETTING

1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; INDUSTRY PRACTICES

TRAINING AND TECHNOLOGY, 1970 ANNUAL REPORT
December 1970

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES

NTIS PB200652

TRAINING AND TECHNOLOGY, 1972 ANNUAL REPORT AND STATISTICAL SUPPLEMENT
1972

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; TRAINING PRACTICES; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

TRAINING AND TECHNOLOGY, POST-PLACEMENT FOLLOWUP
1973

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES

TRAINING AND TECHNOLOGY (AN EXPERIMENT IN USING RESOURCES OF MODERN INDUSTRY TO TRAIN FOR HIGH LEVEL TECHNICAL JOBS) PHASE I
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); HIGH-LEVEL JOBS

NTIS PB199518

A MODEL FOR TRAINING THE DISADVANTAGED: TAT AT OAK RIDGE, TENNESSEE
Mary Davies, MA Office of Manpower Research and Development
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 29 ($.85)

UPGRADING IN AN INDUSTRIAL SETTING—FINAL REPORT
1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

NTIS PB230967/AS ($3.75 HC., $1.45 MF.)

3-069 UTILIZATION PROJECT TO ASSIST THE OHIO BUREAU OF EMPLOYMENT SERVICES (OBES) IN AN UPGRADING PROGRAM

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Contract 82-36-71-49
Project completed fiscal year 1973

MANPOWER SERVICES IN THE WORKPLACE: AN EMPLOYER TECHNICAL SERVICES PROGRAM FOR A STATE EMPLOYMENT SERVICE
Arthur W. Kirsch and Ann L. McLeod
February 1973

Report Descriptors: EMPLOYMENT SERVICE STAFF; UPGRADING; PARTICIPANT-OBSERVER METHODOLOGY; JOB ANALYSIS; EMPLOYER SERVICES

NTIS PB220136 ($6.75)

3E. WORKER ASSESSMENT AND ORIENTATION

3-070 ASSESSMENT TOOLS FOR COUNSELING MANPOWER PROGRAM CLIENTS TOWARD SUITABLE TRAINING OR JOB PLACEMENT

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Grant 92-06-72-07
Project completed fiscal year 1973

METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS: A REVIEW AND ANALYSIS
Dr. Thomas E. Backer
November 1972

Report Descriptors: TESTING; COUNSELING AND GUIDANCE; ASSESSMENT OF APPLICANTS AND TRAINEES; STATE-OF-THE-ART PAPERS

NTIS PB213167 ($3)
MA AVAILABLE AS RESEARCH AND DEVELOPMENT FINDINGS NO. 14

3-071 DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Norman E. Freeberg, Developmental Research Division

Contract 41-9-005-32
Project completed fiscal year 1974

Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

AND EVALUATION; PREDICTION OF SUCCESS IN PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); ATTITUDES

A battery of tests that had been designed for use with disadvantaged adolescents enrolled in manpower training programs and had undergone preliminary development, was subjected to longitudinal, predictive validation.

The tests, dealing with a variety of reasoning, attitudinal and vocational orientation constructs, were administered to Neighborhood Youth Corps enrollees, who were then followed up at program completion and 6 months after completion, using previously developed criterion instruments. Test validities were based on relationships between test scores and criterion factor scores obtained for short-term outcome measures at program completion and longer term (post-program) performance outcomes.

It was with the longer term outcomes that the best of the predictive validities could be found in test relationships to a variety of dimensions (job adjustment, social adjustment and motivation). Tests measuring enrollee assessment of self-worth (self-esteem), knowledge of proper interpersonal behaviors on a job (job holding skills), ability to follow directions in job-related reasoning tasks (practical reasoning), abilities involved in seeking employment (jobseeking skills) and a variety of vocational interest scales were among the most valid (r's in the mid .20's to high .30's).

In an examination of criterion equivalence, 13 of the most relevant outcome measures, usable at program completion, were identified. By virtue of the number and magnitude of significant correlations with longer term, post-program criteria, such short-term measures as counselor ratings, work supervisor ratings, peer ratings, enrollee feelings of vocational adequacy, and amount of trouble with police, qualify as a most defensible set of program completion outcomes (or dependent variables) for any future research, evaluation, or test validation uses.

DEVELOPMENT OF GUIDANCE MEASURES FOR YOUTH WORK-TRAINING PROGRAM ENROLLEES. PHASE I: MEASUREMENT OF PROGRAM OBJECTIVES AND THE DEVELOPMENT OF CRITERIA

Dr. Norman E. Freeberg and Dr. Richard R. Reilly
July 1971

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC)

NTIS PB231521/AS ($3.75 HC., $1.45 MF.)
MA
ERIC ed 056067.

DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

Dr. Norman E. Freeberg
January 1974

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB231522/AS ($4.75 HC., $1.45 MF.)
MA

3-072* EVALUATION AND ANALYSIS OF JOB-CLIENT (CLEFF) MATCHING PROJECT

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Stanley Nathanson

Contract B2C-5415
Scheduled for completion spring 1974

Descriptors: MAN/JOB MATCHING; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; JOB PLACEMENT; COMPUTER SYSTEMS

The Cleff Job Matching System (CJMS) is a computer-assisted procedure for assessing an applicant's pattern of work, related experiences, and activity preferences and matching them with jobs having similar patterns of requirements for successful performance. The objectives of this study are to document the operational experiences of a variety of manpower agencies in using the CJMS and to conduct a "miniexperiment" to provide data on the validity of CJMS.

The project will obtain agency data on: (1) Who gets the CJMS; (2) what uses are made of the results; (3) system effects of operational constraints imposed by agency requirements and labor market conditions; (4) the attitudes and opinions of agency management and staffs toward CJMS usage; (5) the costs of using the system; and (6) outcome statistics for comparison of CJMS selected applicants with applicants assessed by conventional methods.

3-073* AN EXPERIMENTAL MANPOWER LABORATORY: SOCIAL SYSTEMS INTERVENTION

COLORADO STATE UNIVERSITY
DENVER, COLO.

Dr. Eugene R. Oetting, Department of Psychology

Contract 82-08-72-07 (formerly Contracts 82-06-69-11 and 82-06-70-19)
Scheduled for completion summer 1974

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; ADJUSTMENT; WORK ATTITUDES; ALIENATION; ORGANIZATIONAL ENVIRONMENT; COACHING; TAXONOMY; DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES

This project is seeking to develop new program strategies and components to help the disadvantaged enter and stay in the world of work. While the research activities are being carried out at the university, the field work is being done in Denver, a city offering many kinds of employment and with a sizable population of disadvantaged minority groups. Major areas of emphasis have included postplacement coaching, job interview training, and the development of a classification system for the disadvantaged according to psychosocial characteristics.

The laboratory is currently nearing completion of its work on the development of a methodology and instrumentation for the psychosocial classification of the disadvantaged. Data are being analyzed from questionnaires containing a large number of vocationally related variables in the personal, social, and environmental areas. The analyses will be used to classify manpower clients into unique groups with respect to their vocational needs and manpower service requirements. Related work, carried out by others outside the laboratory, is also being included in the analysis.

A coaching effectiveness study found that the value of coaching for obtaining jobs had little carryover for job retention; retention rates were uniformly low in both the experimental and control groups. An experiment in job interview training supported the use of videotape feedback as a means of improving interviewing techniques. The system for classifying the disadvantaged is being tested for its ability to predict adjustment to both manpower programs and subsequent employment.

RESEARCH MANUAL OF THE MANPOWER LABORATORY

November 1971

Report Descriptors: DISADVANTAGED; ASSESSMENT AND EVALUATION; ATTITUDES; BIOGRAPHICAL INFORMATION BLANK (BIB); TAXONOMY; HANDBOOKS

NTIS PB221522

SUPERVISING COACHES IN MANPOWER PROGRAMS: A MANUAL FOR SUPERVISORS

C. D. Miller, Wellington Webb, and E. C. Keil
November 1971

Report Descriptors: COACHING; SUPERVISION; HANDBOOKS

NTIS PB221468

SERVING THE DISADVANTAGED: A MANUAL FOR JOB COACHES

R. W. Miskimins, W. E. Webb, and Eugene R. Oetting
November 1971

Report Descriptors: DISADVANTAGED; COACHING; HANDBOOKS

NTIS PB221471

A JOB INTERVIEW TRAINING PROGRAM (A TRAINER'S MANUAL)

Dr. E. C. Keil and Dr. J. R. Bar[illegible]ee
November 1971

Report Descriptors: DISADVANTAGED; JOB APPLICANTS; HANDBOOKS

NTIS PB221442

AN ANALYSIS OF COACH-CLIENT INTERACTION AND BEHAVIOR MODIFICATION IN THE INTERVIEW

Dr. E. C. Keil
November 1971

Report Descriptors: DISADVANTAGED; COACHING; JOB APPLICANTS; BEHAVIOR MODIFICATION

NTIS PB221473

WORK ENVIRONMENT AND DISADVANTAGEMENT

D. Searle and R. W. Miskimins
November 1971

Report Descriptors: ATTITUDES; WORK ENVIRONMENT; DISADVANTAGED

NTIS PB221472

SELF-CONCEPT AND THE DISADVANTAGED

R. W. Miskimins and B. R. Baker
February 1973

Report Descriptors: DISADVANTAGED; ATTITUDES

NTIS PB221441

JOB COACHING: THE EFFECT ON WORK ADJUSTMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting and Dr. Dean Miller
January 1973

Report Descriptors: DISADVANTAGED; COACHING

NTIS PB221440

SYSTEMATIC CLASSIFICATION OF VOCATIONAL DISADVANTAGE

K. L. Berry and G. N. Braucht
November 1971

Report Descriptors: ADJUSTMENT; ATTITUDES; TAXONOMY; DISADVANTAGED

NTIS PB221460

3-074 EXPLORING MEANS OF OVERCOMING THE PROBLEMS OF TRANSITION FROM TRAINING TO WORK

ASSOCIATES FOR RESEARCH
PHILADELPHIA, PA.

Grant 92-40-70-09
Project completed fiscal year 1972

Report Descriptors: TRANSITION TO WORK; TESTING; PREDICTION OF SUCCESS IN PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; PENNSYLVANIA, PHILADELPHIA

NTIS PB203727

3-075* "JOB TRIALS" EXPERIMENTAL AND DEMONSTRATION PROJECT

JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, INC.
PHILADELPHIA, PA.

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Dr. Alfred Fiks

Contract 82-42-72-08
Scheduled for completion spring 1975

Descriptors: JOB TRIALS; RECRUITMENT; UPGRADING; MODELS; MANPOWER UTILIZATION; ASSESSMENT AND EVALUATION; WORK SAMPLING

This project is exploring the feasibility of having employers, labor unions, educational institutions, and other agencies use "job trials" as a new tool in the process of personnel selection and upgrading.

The contractor will develop technical knowledge, guidelines, and models for use of job trials as aids to employers and other organizations. This project is an outgrowth of other research and development work using a work sample technique in manpower programs and State agencies as a counseling and evaluation tool for program participants.

3-076* Predicting Job Tenure Among ES Applicants and Program Tenure Among WIN Clients through the Use of Biographical Information

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin

Contract 82-11-72-15
Scheduled for completion summer 1974

Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; RECRUITMENT; JOB PLACEMENT; HIRING PRACTICES; JOB RETENTION; TESTING; JOB APPLICANTS; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB MATCHING; BIOGRAPHICAL INFORMATION BLANK (BIB); WORK INCENTIVE PROGRAM (WIN)

The study was undertaken to validate a Biographical Information Blank (BIB) used with disadvantaged employment service applicants. The BIB is designed to predict job tenure (for job-ready applicants) or training tenure (for WIN training referrals). The BIB uses interview-type personal history and other information on disadvantaged populations to predict tenure potential.

The BIB will be administered by research project staff to employment service applicants as part of the applicant's regular interview process. Data on the applicant's employment performance or training progress will be collected and analyzed to determine the relationship of BIB scores to performance or progress outcomes. Approximately 15,000 applicants will be in the sample, including regular recruitments for manpower programs and WIN referrals. The sample will extend to 10 cities and include Negroes, whites, Mexican Americans, Puerto Ricans, Orientals, and American Indians.

3-077 A Systems Approach to a Taxonomy of Disadvantagement

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Contract 51-24-70-01
Project completed fiscal year 1973

Percy Bates, Don K. Harrison, and Jesse E. Gordon
April 1973

Report Descriptors: DISADVANTAGED; INDIVIDUAL NEEDS ASSESSMENT; EMPLOYABILITY DEVELOPMENT; SERVICE DELIVERY SYSTEMS; ASSESSMENT OF APPLICANTS AND TRAINEES; COUNSELING AND GUIDANCE; TRAINING PROGRAM MANAGEMENT; TESTING; TAXONOMY; SYSTEMS DESIGN AND ANALYSIS; STATE-OF-THE-ART PAPERS

NTIS PB221697 ($7.75)

3-078 Work Sample Evaluation Development Project

JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, INC.
PHILADELPHIA, PA.

Contract 82-40-69-36
Project completed fiscal year 1972

FINAL REPORT—WORK SAMPLE EVALUATION DEVELOPMENT PROJECT

Bernard Orr
April 1972

Report Descriptors: WORK SAMPLING; TESTING

NTIS PB210244

3F. OTHER SUPPORTIVE SERVICES FOR WORKERS/TRAINEES

3-079* An Analysis of South Carolina's "Start-Up in the Black in South Carolina" Program and Its Replicability to Other States

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-01
Scheduled for completion summer 1974

Descriptors: LABOR MARKET AREAS; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT; INDUSTRIAL WORKERS; OCCUPATIONAL TRAINING;

TRAINING PROGRAM MANAGEMENT; SOUTHEASTERN U.S.; SOUTH CAROLINA

This study assesses South Carolina's start-up industry training program, particularly that feature of the program designed to prepare trained workers to meet the opening date requirements of new plants. To meet this objective, the researchers are examining the South Carolina program on an internal basis (i.e., between regions and counties within the State) and on an external basis (i.e., compared to programs of Virginia, North Carolina, and Alabama). The Piedmont and the Coastal Plains regions, rural and SMSA counties will be included, and demographic data for race, sex, and income included in the statistical data collected by South Carolina's Technical Education Committee and the 1950, 1960, and 1970 Census data will be used. The researchers are also interviewing Government officials for pertinent data to ascertain the strengths and weaknesses of the programs.

The researchers are exploring and reporting on replicability of the South Carolina model, through detailed field research, to determine such key factors as personnel and cost which would facilitate or impede the replication of the program in other States or localities.

3-080 THE DEVELOPMENT OF A SOURCE BOOK ON MANPOWER FOR USE BY SOCIAL WORKERS

COUNCIL ON SOCIAL WORK EDUCATION
NEW YORK, N.Y.

Grant 92-34-70-13
Project completed fiscal year 1972

MANPOWER AND EMPLOYMENT: SOURCE BOOK FOR SOCIAL WORKERS

Margaret Parvine
April 1972

Report Descriptors: MANPOWER PROGRAM STAFFING; SOCIAL SERVICE EMPLOYEES

NTIS PB220823 ($6.50)

3-081 JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT

BETH ISRAEL HOSPITAL
BOSTON, MASS.

Contract 82-23-70-02
Project completed fiscal year 1972

JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT, FINAL REPORT

Cavin P. Leeman, M.D., Joseph Liftik, Ph.D., Susan Hurwitz, and Candace R. Almquist
June 1972

Report Descriptors: JOB SATISFACTION; COUNSELING AND GUIDANCE; ADJUSTMENT

NTIS PB220183

MA A 15-PAGE SUMMARY OF THE PROJECT IS AVAILABLE FROM THE OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.

Condensations and monographs on the project appear in: "Contracting for an Employee Counseling Service," by Dr. Cavin P. Leeman, *Harvard Business Review*, March-April 1974, and "A Demonstration Project in Occupational Mental Health Services: The Job Improvement Service," by Dr. Cavin P. Leeman, *Psychiatric Quarterly*, Vol. 47, pp. 419-441, No. 3, 1973.

THE JOB IMPROVEMENT SERVICE: A DEMONSTRATION PROJECT IN OCCUPATIONAL MENTAL HEALTH AND AN INVESTMENT IN PRODUCTIVITY

Dr. Cavin P. Leeman
1973

Report Descriptors: JOB SATISFACTION; COUNSELING AND GUIDANCE; ADJUSTMENT

NTIS PB227277/AS ($1.45 MF.)

MA A 15-PAGE SUMMARY IS AVAILABLE FROM THE OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, MANPOWER ADMINISTRATION, U. S. DEPARTMENT OF LABOR, WASHINGTON, D. C. 20213.

ERIC ed 000817.

3-082 LABOR MOBILITY PROJECT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Frank Rush

Contract 82-37-71-04
Project completed fiscal year 1974

Descriptors: GEOGRAPHIC MOBILITY; BLACKS; MOBILITY ASSISTANCE; RURAL AREAS; YOUNG MEN; COST EFFECTIVENESS

This project is developing operational guidelines for mobility assistance from the experiences in underdeveloped rural areas and rural areas serviced by training programs.

The project is operating in the State of North Carolina relocating unemployed and underemployed workers from areas of high unemployment to areas of relatively low unemployment, when jobs are available.

During the final 2 years of operations, the project conducted intensive followup on persons relocated over a period of 2 years. The project also conducted cost-benefit analysis of persons relocated compared to those not relocated.

The persons relocated by this project were generally young, black, and male. They were high school dropouts with no job training and little work experience. Though the majority were unemployed at the time they were recruited, most had worked before in seasonal, farm-related jobs. The project found that: (1) Those who were married were more likely to succeed in the new area; (2) the wife must not only agree to the move, she must be actively involved in it; (3) previous job history indicated

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

whether the worker was really interested in steady employment; and (4) special care should be taken in working with young people to insure that job goals are clearly identified and the relocation is geared to fulfilling some goal rather than transferring young people from aimlessness in one area to aimlessness in another. Further, the cost-benefit analysis shows that the pay back period for rural to urban moves of low-income persons is quite short (about 15 weeks).

3-083 Metropolitan Chicago YMCA Experimental and Demonstration Manpower Project

THE YMCA OF METROPOLITAN CHICAGO
CHICAGO, ILL.

Contract 82-15-70-11
Project completed fiscal year 1972

A PRACTICAL GUIDE TO EMPLOYING THE LOW-SKILLED DISADVANTAGED WORKER

David J. Rogers and Charles Silverstein
1972

Report Descriptors: JOB RETENTION; MOTIVATION; YMCA MANPOWER PROJECT; DISADVANTAGED; UNSKILLED WORKERS; HANDBOOKS

NTIS PB221965 ($7)

YMCA R&D MANPOWER PROJECT: FINAL REPORT

John Bates
1972

Report Descriptors: YMCA MANPOWER PROJECT; JOB RETENTION; EMPLOYABILITY DEVELOPMENT

NTIS PB221034 ($3.50)

3-084 Mississippi STAR Labor Mobility Project

SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR)
JACKSON, MISS.

Col. H. Pope Huff

Contract 82-26-70-12 (formerly Contract 87-26-66-09)
Project completed fiscal year 1974

Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; RURAL AREAS; MISSISSIPPI; ARKANSAS; TENNESSEE

This project is developing operational guidelines for mobility assistance from its experience in underdeveloped rural areas and rural areas serviced by a Concentrated Employment Program (CEP).

The project is operating in Mississippi, Arkansas, and Tennessee, relocating unemployed and underemployed workers from areas of high unemployment to areas of relatively low unemployment when jobs are available. It integrates its mobility assistance system with the Arkansas rural CEP.

During the final 2 years of operation, the project conducted intensive followup on persons relocated over a period of 6 months. Information was obtained from two principal sources: (1) 1,244 screening records of project applicants; and (2) 401 followup interviews conducted from 6 to 12 months after the relocated workers began their relocation jobs.

The project found that approximately one-half of those relocated remained in the demand areas 6 months or more. At the time of this special followup, three-fourths were found to be employed. Somewhat over one-third of those interviewed were employed at their original job, while 11 percent were employed elsewhere to which they moved. Improved employment opportunities were found to be significantly associated with relocating and remaining in the new area. The project also found that: (1) There are no differences in relocation rates related to sex, race, or marital status; (2) the likelihood of relocation decreases with age, family size, and duration of prior unemployment; and (3) the likelihood of relocation increases with level of education.

The following recommendations were made as aids to similar projects: (1) More family counseling is needed prior to and after relocation; (2) work for the spouses of the relocated workers should be found if they want to work in the new area; (3) potential applicants for relocation should be given a choice among a wider range of possible areas of relocation destination, of employers, and of jobs; and (4) additional emphasis upon relocating married individuals is needed because of their relative reluctance to move and their high likelihood of relocation success once moved.

RELOCATING THE UNEMPLOYED: DIMENSIONS OF SUCCESS

John F. Speight
September 1973
MA

RELOCATING THE UNEMPLOYED: EVALUATION AND POLICY IMPLICATIONS FOR A NATIONAL PROGRAM

December 1973

Report Descriptors: SERVICE DELIVERY SYSTEMS; MOBILITY ASSISTANCE; GEOGRAPHIC MOBILITY; RURAL AREAS

NTIS PB237930/AS ($7.50 HC.)
MA

RELOCATION ASSISTANCE: DELIVERY TECHNIQUES

December 1973

Report Descriptors: SERVICE DELIVERY SYSTEMS; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; CONCENTRATED EMPLOYMENT PROGRAM; HANDBOOKS

NTIS PB237929/AS ($7.25 HC.)
MA

3-085 Northern Michigan University's Labor Mobility Project

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Thornton Routhier

Contract 82-24-70-13
Project completed fiscal year 1974

Descriptors: GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; PLANT SHUTDOWN; OCCUPATIONAL MOBILITY; RURAL AREAS; MICHIGAN; WISCONSIN

This project is developing operational guidelines for mobility assistance from the experiences in underdeveloped rural areas and rural areas serviced by training programs. The project is directly linked to a skills center, and most persons relocated are from this center.

The project is operating in the States of Michigan and Wisconsin, relocating unemployed workers from training programs and plant shutdowns to areas of relatively low unemployment, when jobs are available.

During the final 2 years of operating, the project conducted intensive followup on persons relocated over a period of 5 years.

The project found that subsidized relocation tended to redirect relocation destinations in favor of Michigan counties and the Fox River Valley area of Wisconsin, as opposed to natural migration patterns wherein Upper Peninsula residents were found to have relocated disproportionately to destinations outside Michigan and Wisconsin.

With an average followup period of 48.5 months, 60.3 percent of the respondents relocated were found to be in their relocation site. Secondary sources reporting on 233 nonrespondents relocated, indicate a retention rate of 72.1 percent for that group. Upward wage mobility is the norm for both movers and nonmovers. However, those in the demand area are more than twice as likely as those at home to be earning over $4 per hour currently (58 percent vs. 28 percent).

Occupational mobility was a major feature of postprogram experience. It appears that stayers relocated rank lower than others in the satisfaction of affiliation needs, but generally higher in terms of job satisfaction, living conditions, self-concept, and life and future orientation.

3-086 Project SPRUCE (Special Program of Rehabilitation for Unemployment Compensation Exhaustees)

NEW YORK STATE DEPARTMENT OF LABOR
ALBANY, N.Y.

Contract 82-34-69-45
Project completed fiscal year 1972

PROJECT SPRUCE: SPECIAL PROGRAM OF REHABILITATION FOR UNEMPLOYMENT COMPENSATION EXHAUSTEES

VOL. 1, FINAL REPORT

Murray Dorkin and Herman S. Solomon
May 1973

Report Descriptors: UNEMPLOYMENT BENEFIT EXHAUSTEES; JOB DEVELOPMENT; PROJECT SPRUCE

NTIS PB224011/AS ($3.50 HC., $1.45 MF.)
MA
Also available from New York State Department of Labor, Division of Research and Statistics, Albany, N.Y. 12201.

VOLUME 2, SUPPLEMENT TO FINAL REPORT, A HANDBOOK, PROCEDURES, AND TRAINING MANUAL

Murray Dorkin and Herman S. Solomon
May 1973

Report Descriptors: JOB DEVELOPMENT; PROJECT SPRUCE; HANDBOOKS

MA
Also available from New York State Department of Labor, Division of Research and Statistics, Albany, N.Y. 12201.

3-087 Texas Migrant Demonstration Project

U.S. EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-46-69-22
Project completed fiscal year 1974

Descriptors: INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; MIGRANTS; SOUTHWEST U.S.; MEXICAN AMERICANS; PERSONS OF LIMITED ENGLISH SPEAKING ABILITY; CIVIL SERVICE SYSTEM; JOB PLACEMENT; VOCATIONAL TRAINING; FARM WORKERS; EMPLOYMENT SERVICE STAFF

Although this project was a major and first attempt on the part of the Manpower Administration and the State to help South Texas based migrants settle out of the migratory stream, the overall R&D objectives of the work were: (1) To determine the feasibility of an interstate, multiagency network of manpower and related services for migrant workers; and (2) to develop experience within the employment service (ES) as a means of increasing its ability to provide the full spectrum of ES services to migrant workers and their families.

The project was operated by ES agencies in Texas and nine northern States, with the guidance of the Rural Manpower Service. During the first 2 years, the project explored new manpower service techniques and suggested ways in which the ES and other government agencies might coordinate their resources and activities to help satisfy the unmet needs of migrant workers and their families.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Recognizing that emphasis would have to be placed on individualized year-round service to migrants, especially those who cross State lines, the project concentrated its attention on instituting procedures for the development and use of bilingual outreach interviewers; the coordinating of manpower-related supportive services available through other public and private agencies at Federal, State, and local levels; and the use of grants and a revolving loan fund for migrants.

During the project's final phase, demonstration funds were used only to support those project activities which, because of statutory or other limitations, a State would otherwise be prohibited from continuing. This transition phase helped participating States to complete their assumption of the planning, financing, and administering of manpower services to migrants.

The project provided insight into some of the operational and administrative issues involved in an interstate program for this target group and helped identify those factors which may aid or impede migrants in their efforts to settle out of the migrant stream. Critical among such factors are the availability of vocational training opportunities tied to job development and placement efforts in the target out settlement areas and the availability of adequate housing in the new areas.

EXPERIMENTAL AND DEMONSTRATION PROJECT FOR SOUTH TEXAS MIGRANT WORKERS: FINAL REPORT

Cora S. Cronemeyer
May 1972

NTIS PB222915 ($3 HC., $1.45 MF.)

3-088* WORKER RELOCATION IN THE CONTEXT OF MANPOWER POLICY AND ECONOMIC DEVELOPMENT: IMPLICATIONS OF EXPERIMENTS IN SUBSIDIZED RELOCATION IN THE U.S.

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Cilla TenPas

Grant 21-26-74-34
Scheduled for completion fall 1974

Descriptors: MOBILITY ASSISTANCE; GEOGRAPHIC MOBILITY; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; LITERATURE REVIEW

The objectives of this study are to analyze and synthesize the operational and research findings of mobility demonstration projects, with emphasis upon process, performance, individual economic and social outcomes, and regional impact; and to make policy and program recommendations to the Department of Labor.

The grantee will conduct the study in three steps: (1) The grantee will assemble operational and research reports for data analysis; (2) an indepth review and content analysis of this material will be conducted, concentrating on processes and outcomes of each project report; and (3) the grantee will develop and submit a final report of conclusions and recommendations for potential relocation programs in the context of current administrative and planning procedures for the implementation of manpower and economic development policies.

4. THE LABOR MARKET

4A. LABOR FORCE, LABOR MARKET, LABOR DEMAND—GENERAL

4-001* THE EMERGENCE OF A SERVICE SOCIETY: DEMOGRAPHIC-SOCIOLOGICAL ASPECTS OF THE SECTORAL TRANSFORMATION OF THE LABOR FORCE IN THE UNITED STATES, 1940-1970

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Harley L. Browning, The Population Research Center

Grant 21-48-73-45
Scheduled for completion summer 1974

Descriptors: WOMEN; SOCIAL STRUCTURE; LABOR FORCE BEHAVIOR; LABOR MARKET INFORMATION; OCCUPATIONAL MOBILITY; TURNOVER; SERVICE INDUSTRIES; MINORITIES; OCCUPATIONAL STRUCTURE; AGE DIFFERENCES

The principal objective will be to utilize data from the 1940-1970 decennial censuses to examine the dramatic industrial/occupational changes which have transformed the American labor force over the past few decades. In particular, the researchers will examine quantitatively and qualitatively the overwhelmingly changing nature of the service sector, with a view to suggesting ways of segmenting this heterogeneous occupational-industrial category into more meaningful homogeneous groups.

The trends disclosed will then be interpreted from both a sociological and economic context with a view to specifying their manpower implications. These implications include such important questions as the impact of the changing age structure on the availability of workers for specific occupations and industries, the prospective importance of women and minorities in the rapidly expanding better paying jobs, and the selective ability of some groups to upgrade themselves occupationally and industrially more than others.

4-002* EMPLOYMENT EXPANSION IN A DYNAMIC ECONOMY—A SERIES OF RELATED STUDIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources Project

Grant 21-36-73-51 (formerly Grant 21-36-73-04 and Contract 81-36-71-01)

The primary objective of this project is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Over 25 intensive studies of manpower problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels. Individual studies are described below.

4-002A* GOOD JOBS, POOR JOBS: THE SEARCH FOR SHELTER

Descriptors: INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATION; JOB STRUCTURE; ELITE OCCUPATIONS; UNEMPLOYMENT INSURANCE; OCCUPATIONAL LICENSING; UPGRADING; OCCUPATIONAL MOBILITY; UNIONS; POVERTY; GHETTO RESIDENTS

This subproject is analyzing industrial and occupational shifts in employment during the 1960's in an attempt to explain labor market segmentation.

Census data, both industrial and occupational, are being analyzed, and civil service regulations are being examined along with union practices, credentialing, licensing , and other factors affecting job security.

The study indicates that good jobs in America are characterized by stability, security of employment, and above-average earnings. Good jobs, sheltered from competition by factors such as credentials, licenses, unions, and civil service regulations, are evidence of the segmentation of the labor market. A major factor in job stability is organizational preference for continuity related to on-the-job learning and development of internal labor markets. Less stable segments of the labor market are disproportionately populated by women, minority groups, and youth. A typical American family now includes two wage earners—the husband in a sheltered position and the wife in a more competitive lower earning job.

The findings emphasize the need for continued effort to establish a national incomes policy. Specific recommendations are: (1) Strengthening and equalizing basic social welfare for all workers; (2) regularizing employment in highly seasonal industries, such as construction; (3) minimizing abuses inherent in employment shelters, such as irrelevant provisions in licensing legislation, discriminatory selection and testing devices, and other discriminatory practices; and (4) making public policies more effective to meet conflicting demands on women for employment and childbearing and to reduce the strain on family life.

4-002B* BRIDGES TO WORK FOR YOUNG PEOPLE

Descriptors: COUNSELING AND GUIDANCE; CAREER GOALS; YOUTH; VOCATIONAL GUIDANCE; ORIENTATION; LABOR DEMAND; SERVICE DELIVERY SYSTEMS; JOB PLACEMENT; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA

Drawing chiefly on the experience of the United States, Canada, Western Europe, and Japan, this comparative

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

study seeks to determine the ways in which various countries view the problems of transition from school to work, and to examine the role of the intermediary services in facilitating this transition. Intermediary services are concerned with information and orientation to educational and occupational futures, guidance and counseling, job placement, induction to work, and followup of young workers.

This study will explore in depth the overall organizational structure each of the countries has adopted to deliver intermediary service, as well as the inputs in the production of the service, the quantity and quality of inputs, and the outcomes. Recommendations for the United States will be developed from the experiences of the various countries in the utilization of their intermediary services.

4-002C* The Interface of Work and Welfare

Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; WELFARE RECIPIENTS; LOW-WAGE INDUSTRIES

The objective of this study is to assess the extent and nature of interchange between employment and welfare, the impact of structural changes in the labor market and the welfare system, and the potential of recipients for employment and self-support.

A sample of 1,700 welfare cases in New York City's welfare programs is being analyzed for data relating to their labor force experience and dependency history.

Preliminary findings indicate that the heads of welfare households are more likely to be migrants than are comparable members of the same ethnic group in the general population. Differences in the distribution of prior industrial and occupational experience and frequency of current employment may indicate specific barriers to the absorption of migrants into the section of the local economy which provides adequate wage levels and employment security. High welfare subsidy levels are becoming increasingly competitive with low-wage industries, especially in the absence of significant secondary employment.

4-002D* High Level Manpower and Technological Change in the Steel Industry: Implications for Manpower Planning

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; EMPLOYER MANPOWER PLANNING; JOB RESTRUCTURING; CORPORATIONS; TRAINING INCENTIVES; CAREER PATTERNS; COST EFFECTIVENESS; STEEL INDUSTRY; NEW YORK, NEW YORK

The objective of this study was to examine the role of managerial and professional manpower in the development of new technologies in the steel industry.

Information was gathered through interviews with top personnel in the industry, as well as with its suppliers and consultants.

It was concluded that strategic manpower planning identifies the managerial and professional manpower needed to realize the industry's long range objectives, and establishes general policies and procedures to meet these needs. Operational manpower planning projected the firm's manpower needs for 1 to 5 years at all skill levels, taking account of probable attrition and plans for expansion; worked out individual career development plans for current staff; and identified recruitment needs. It was concluded that a special type of operational planning is project-oriented, and is geared to meeting manpower needs at each phase of the project. This type of planning is concerned with key functions and their appropriate organizational structure, the number and qualifications of personnel, and the determination of appropriate training or work experience.

These findings led to the recommendation that manpower planning for major technical change, until it becomes part of the process of reaching and implementing an actual decision to undertake specific investments, must emphasize efforts to develop the ability to anticipate and respond to whatever opportunities or demands occur.

HIGH LEVEL MANPOWER AND TECHNOLOGICAL CHANGE IN THE STEEL INDUSTRY

Dale L. Hiestand
June 1974
Praeger Publishers, New York ($4).

4-002E* Getting and Keeping a Job: Problems of Young Puerto Ricans and Older Blacks in the New York City Labor Market

Descriptors: MINORITIES; ALIENATION; DISADVANTAGED; OLDER WORKERS; AGING; PUERTO RICANS; BLACKS; DISCRIMINATION; LABOR MARKET BEHAVIOR; INNER-CITY RESIDENTS; YOUTH; URBAN PROBLEMS; NEW YORK, NEW YORK

This study consists of two parts: the first explores developments among young Puerto Ricans who are seeking access to occupations and careers, but who must surmount difficult barriers to make their attachment to the labor market satisfactory; the second part, dealing with older black men and women in the metropolitan area, focuses on the interrelations among problems of housing, health, transportation, employment experience, and the aging process.

The study is based upon intensive interviews with young Puerto Ricans (male and female) and older black men and women. Among the Puerto Ricans, two different panels of respondents are being questioned: those who appear to be initiating gainful careers and those whose experiences in the labor market make it difficult for them to find satisfying work. Among the older blacks, the interviews deal with those in the inner city where there has been a marked out-migration of industry, particularly firms that have been major employers of black men and women.

Preliminary findings are currently available only for the part of the study relating to blacks. The data suggest that when older blacks with a relatively strong attachment to unskilled, low-wage jobs cannot follow their employers who relocate, they develop a feeling of abandonment. As services, particularly public services, deteriorate in black neighborhoods, the aging residents withdraw to the relative security of their homes. This isolation restricts their already limited access to channels, both formal and informal, of labor market information. It also affects their access to a wide range of available public assistance programs because they are either unaware of such programs or are doubtful of their right to use them.

4-002F* THE ADVANCED SERVICE METROPOLIS

Descriptors: SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

This study aims to examine the role that professional and producer services (PPS)—financial, legal, consulting, advertising, and marketing—play in job creation. It will analyze the dynamics of large metropolitan areas with respect to the development of the PPS and evaluate the mutual dependence between workers with professional skills and conventional service workers whose jobs require less training.

A wide variety of data resources are being identified and a methodology is being developed to explore geographical concentration, patterns of agglomeration, characteristics of professional and producer service firms and markets, the hierarchical structuring of a national system of service metropolises, and the effect of such activities on the structure and growth of metropolitan labor markets.

4-002G* THE HUMAN ECONOMY: A THEORY OF MANPOWER DEVELOPMENT AND UTILIZATION

Descriptors: HUMAN RESOURCES; LABOR SUPPLY; MANPOWER ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION; LABOR DEMAND

This study seeks to explain how an expansion of skills determines an increase in our population's standard of living, and how the rate at which skills expand is governed by society's values, political cohesiveness, economic organization, and human resource capabilities.

The study is divided into four sections. The first section focuses on economic development, or the macrosupply aspect of the theory of manpower. The second section stresses specific institutions that determine the development of manpower—the family, church, schools, the military, and employing institutions. This section also explores class structure and the distribution of income. The last two sections deal with the processes which use human resources or the demand for them. These sections examine business expectations, government policy, and effectiveness of the labor market—especially its facilitating mechanisms—including job information, selection, assignment, on-the-job training, and their relationships in the utilization process. The basic analytic thrust involves the evaluation of the four interacting dynamic systems—values, government, economy, and manpower.

4-002H* THE MANPOWER FRONTIER: EDUCATION, GUIDANCE, WORK

Descriptors: MANPOWER POLICY; ECONOMIC DEVELOPMENT; LABOR MARKET BEHAVIOR; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; EDUCATION; WORK ATTITUDES; JOB SATISFACTION; MANPOWER LEGISLATION; MANPOWER PROJECTIONS

This study has a threefold objective: the first attempts to determine the extent to which reforms in education and guidance should be responsive to changes in the labor force and labor market; the second provides a multifaceted critique on work satisfaction with primary emphasis on practical perspectives and economic and manpower realities; the third objective explores the strengths and weaknesses of "The Great Society," including the role of government.

This study will contain more than 20 articles on the interface between manpower analysis and manpower policy. These articles were written by the Director of the Conservation of Human Resources Project and represent a mid-1970 updating of Manpower Agenda for America.

4-002I* WORK AND VALUES

Descriptors: LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES; ARBITRATION; WORK ETHIC; EDUCATION EFFECT ON CAREER PATTERNS; WORK ROLES

This study seeks to identify the extent to which the place of work and attitudes toward work in the lives of Americans have changed over the past 30 years and the reasons these changes have taken place.

A substantial amount of primary and secondary information will be critically examined and analyzed. Among the data under examination are those bearing upon management decisions and the bases for them, arbitration awards relating to managers' actual use of their prerogatives, and survey materials on the ever-mounting levels of educational achievements of the work force.

Tentative findings suggest that shifts in the role of work are changes in degree rather than in kind and that many of the vexing problems facing managers are attributable less to revisions in the commitments of employees than to forces bearing upon the production and distribution of goods and services.

4-002J* THE ECONOMICS OF SERVICE EMPLOYMENT

Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will examine the structural and market factors that determine the growth of employment in services for conceptualizing a predominently service-based economic model.

4-002K* METROPOLITAN LABOR MARKETS: COMPARATIVE ANALYSES

Descriptors: METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION; INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

This study seeks to identify the extent to which the labor markets of a limited number of metropolitan areas are distinctive and to develop a composite view of individual labor markets and of metropolitan labor markets as a whole. It is anticipated that this study will help develop a better taxonomy of urban labor markets and guidelines for better manpower planning as well as insights for the reaggregation of urban and suburban labor markets into a larger concept of metropolitan and national labor markets.

The study focuses on New York, Chicago, Los Angeles, Houston, and Atlanta, covering the structural characteristics of each as of 1970; changes in these characteristics during the recent past; the differences and similarities in labor market processes; and the subjective tone of the labor market in terms of group relations, community attitudes toward different worker groups, employer and union policies and practices, and the political climate. Racial and ethnic factors, the white-collar and service sectors, and the points of view of employers and workers will be examined.

4-002L* IMPROVING MANPOWER UTILIZATION IN LOCAL GOVERNMENT

Descriptors: HUMAN RESOURCES; UNION MANPOWER PRACTICES; COLLECTIVE BARGAINING; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; INDUSTRIAL RELATIONS; STATE AND LOCAL GOVERNMENT; MANPOWER UTILIZATION; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES

This study will explore the relationship between public sector collective bargaining and manpower utilization in order to aid local governments in managing their manpower more effectively. As collective bargaining in the public sector expands, it is important that positive managerial responses to bargaining be described, analyzed, and disseminated to public officials.

This study uses existing survey data concerning manpower utilization, personnel, labor relations, compensation, capital outlays, political structure, and other managerial practices in local governments. These data are derived from surveys conducted by the International City Management Association and made available to the researcher. The data will be subjected to a variety of analytical and statistical testing. The research will also involve indepth probes of manpower utilization practices and employment relations in New York, Chicago, and Los Angeles. Interviews, document analysis, and participation observation will be used in this stage of the research.

4-002M* EMPLOYMENT EXPANSION IN A SUBURBAN LABOR MARKET

Descriptors: METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; SERVICE INDUSTRIES; WOMEN; WHITE-COLLAR OCCUPATIONS; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; INNER-CITY RESIDENTS; AGE DIFFERENCES; BLACKS; EMPLOYMENT OPPORTUNITIES

This study seeks to describe and conceptualize the process of employment expansion in areas contiguous to central cities and to determine labor market implications. The growth and structure of suburban economies, and changes in their industrial composition and in their labor markets since World War II will be analyzed.

The study will utilize secondary data and interviews to examine patterns of suburbanization in 10 metropolitan areas of different types and sizes. Included in the source data is part of the Social Security Administration's Continuous Work History Sample for purposes of describing the flows in and out of the work force under varying conditions of growth, the industries to which young people move, the sex and age composition of the work force, and relative change in earnings. In addition, census data are used to indicate certain social and economic characteristics of the cities and suburbs, relative wage levels, and the size of establishments in various industrial classifications.

The study indicates that postwar suburbanization has brought about a spatial and industrial reorganization of the metropolis. In cities, job opportunities are increasingly found in business services and in the public sector, while in suburbs, jobs are found principally in manufacturing and in the consumer-oriented sector (retailing, personal services, etc.). Within this industry structure, employment falls into two contrasting categories: (1) Relatively well paid jobs in manufacturing and certain managerial and professional activities; and (2) relatively poorly paid jobs in the consumer-oriented sector.

Suburban economies, largely because of industrial composition, employ fewer women than corresponding city economies. Suburban work forces include a large number of young people under 25 and middle-age women (a large secondary labor market which performs consumer-oriented activities). Except in manufacturing, employment in the suburbs is less well paid and less stable than in cities. Few entry level jobs are available to young blacks and the tendency for firms to locate in industrial parks, shopping centers, and office parks near major highways discriminates against all low-income workers in gaining access and securing transportation to employment.

4-002N* DESEGREGATION AND CAREER GOALS: CHILDREN OF AIR FORCE FAMILIES

Descriptors: CAREER GOALS; ARMED FORCES; EDUCATIONAL ASPIRATIONS; OCCUPATIONAL MOBILITY; MOTIVATION; DESEGREGATION; BLACK/WHITE; EDUCATIONAL ATTAINMENT

This study sought to appraise the impact of military desegregation on the educational and career aspirations of black youth reared in a desegregated military environment and to make comparisons between these aspirations and those of their civilian youth counterparts.

Data were obtained from questionnaires distributed to a sample of black and white noncommissioned officers and to their dependent sons and daughters aged 14 and over. Blacks comprised about 40 percent of each generation. The questionnaires solicited information relating to the respondents' circumstances, experiences, attitudes, and aspirations. The data were analyzed and the findings were compared with similar information developed from the National Longitudinal Survey of the labor market experience of youth.

The project's findings are encouraging regarding the impact of a desegregated environment. Both black and white youth clearly preferred integrated schools, with most of the youths of both races planning to attend 4-year colleges. Military youth were more likely to aspire to white-collar occupations than their civilian peers. The children of black airmen had a higher rate of college enrollment than their civilian peers in comparable socioeconomic circumstances; and among black youth from military families, those who graduated from integrated high schools had a higher college enrollment rate than those with more segregated experiences.

The study points out that, regrettably, black youth who had lived in foreign countries felt they experienced more discrimination in the United States than they did abroad.

The project also found disparate promotional patterns between the black and white youths' fathers. Black airmen with educational attainment and length of experience similar to that of whites were promoted to higher NCO ranks less frequently and more slowly than white airmen. Moreover, the relatively low income of the families studied prohibited many parents from helping to finance their children's educational goals; indeed, many families—especially blacks—achieved financial stability by wives working and husbands moonlighting.

DESEGREGATION AND CAREER GOALS
Alice Yohalem and Quentin B. Ridgeley
April 1974
Praeger Publishers, New York, ($12.50).

4-002O* UPGRADING BLUE-COLLAR AND SERVICE WORKERS

Descriptors: UPGRADING; BLUE-COLLAR WORKERS; OCCUPATIONAL MOBILITY; SERVICE INDUSTRIES; OCCUPATIONAL STRUCTURE; APPAREL INDUSTRY; HEALTH MANPOWER; TRANSFERABILITY OF SKILLS; CONSTRUCTION INDUSTRY; DISCRIMINATION

Charles Brecher
1972

NTIS PB214814
The Johns Hopkins University Press, 1972 ($2.25).

4-002P* THE YOUTH LABOR MARKET: INTERNATIONAL VARIATIONS

Descriptors: YOUTH; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; SERVICE DELIVERY SYSTEMS; EMPLOYER ATTITUDES; OCCUPATIONAL STRUCTURE; EUROPE; JAPAN; CANADA

In view of the generally lower youth unemployment rates in other countries, this study analyzes international variations in jobless rates to determine factors that contribute to differences and similarities in the labor market position of youth.

The study covers 17 countries—the United States, Canada, Japan, and 14 European countries—using published data supplemented by research on employers' opinions and practices. These data include demographic trends, labor force participation rates, industrial and occupational structures, size of firm, wage differentials, employer attitudes, legal constraints, and unemployment and its measurement.

4-002Q* SUCCESSFUL CAREER WOMEN

Descriptors: WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

This study seeks to determine how opportunities for women in high-level jobs have been affected by the events of the past decade.

Such factors as educational opportunities, higher level training and work experiencies, and changing attitudes concerning women—legal and psychological—will be examined and evaluated for evidence concerning the extent to which qualified women have been aided in their career development by these trends.

4-002R* PREPARATION FOR WORK: A CROSS-COUNTRY REVIEW

Descriptors: OCCUPATIONAL TRAINING; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYER ATTITUDES; YOUTH; WORK ATTITUDES; OCCUPATIONAL INFORMATION; EUROPE; JAPAN; CANADA

As a companion to *Bridges to Work*, this study investigates how young people in various countries are prepared for work through the educational system, employer training, and governmental training programs.

Education as preparation for work will be analyzed with considerable attention given to the problems of perfecting occupational skills and imparting cognitive skills and achievement, noncognitive competence and values, and knowledge of the world of work. Special analysis will be devoted to credentialing and its impact on education and work.

4-003* JOB SEARCH SURVEY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Sophia C. Travis

Contract 20-11-73-04 (formerly 21-11-73-10)
Scheduled for completion fall 1974

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; UNEMPLOYMENT; JOB PLACEMENT

This study is examining job hunting methods to determine which are the most effective.

Questions cover both the intensity and extent of the job search. Data were collected in connection with the January 1973 Current Population Survey from people who started their current jobs in the preceding 12 months.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

4-004* LABOR MARKET, INFLATION, AND MANPOWER POLICY

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Charles C. Holt, Dr. Ralph E. Smith, Dr. Richard S. Toikka, William J. Scanlon, and Jean E. Vanski

Grant 92-11-72-36 (formerly Contract 82-09-68-44)
Scheduled for completion summer 1974

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT POLICY

The objective of this project is to gain further insights into the functioning of labor markets, their role in the inflation process, and the implications for manpower programs and policies. The emphasis is on job search and labor turnover dynamics of segmented markets which preliminary analyses showed to be of critical importance.

Within a systems framework, individual empirical and theoretical studies are based on a research design which proceeds to increasingly complete and realistic models.

A demographic model of the U.S. labor market has been estimated and simulated. It predicts the impact of demand fluctuations on the unemployment rates, labor participation rates, and monthly probabilities of becoming unemployed, finding a job, and entering and leaving the labor force for each of 16 age-race-sex groups.

Each transition probability is estimated as a function of aggregate job openings, unemployment, seasonal factors, and a time trend, using regression analysis. The simulation is driven by the total demand for labor (employment plus unfilled job openings) and by disaggregated population. The model has been used to explore the reactions of each group to a simulated increase in aggregate demand. It provides answers to such questions as: How many of the new jobs would have been filled? How many would have gone to teens, women, and nonwhites? What impact would the demand stimulus have on each group's unemployment and labor participation rates?

An analysis of the cyclical variation in labor force entry and exit patterns found that the primary determinant of the net cyclical fluctuations of the labor force is the strong likelihood of leaving the labor force when unemployed. The level of economic activity affects the probabilities of entering and leaving the labor force, which in turn determines labor force size

The following project-related reports can be ordered from The Urban Institute, 2100 M Street N.W., Washington D.C. Single copies of those without price are available free upon request as long as the supply lasts. Those designated as working papers should be ordered directly from the authors at the Institute.

MANPOWER POLICIES TO REDUCE INFLATION AND UNEMPLOYMENT

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1973
Urban Institute Reprint 139-350-39 ($.50).

THE RELATION BETWEEN VACANCIES AND UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; UNEMPLOYMENT; LABOR MARKET BEHAVIOR
Urban Institute Working Paper 350-42.

DYNAMIC DETERMINANTS OF LABOR FORCE PARTICIPATION: SOME EVIDENCE FROM GROSS CHANGE DATA

Ralph E. Smith
May 1973

Report Descriptors: LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; LEISURE

WAGE INFLATION AND THE DISPERSION OF UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; WAGES
Urban Institute Working Paper 350-50.

THE PERSISTENCE OF THE DISCOURAGED WORKER EFFECT

Stuart O. Schweitzer and Ralph E. Smith
January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; UNEMPLOYMENT; INCENTIVES; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Industrial and Labor Relations Review, Vol. 27, No.2, January 1974, pp. 249-260; Urban Institute Reprint 165-350-55 ($.50).

MANPOWER PROGRAMS AND UNEMPLOYMENT STATISTICS

Ralph E. Smith
April 1973

Report Descriptors: IMPACT OF MANPOWER POLICIES; UNEMPLOYMENT INSURANCE
Monthly Labor Review, Vol. 96, No. 4, April 1973.

LABOR MARKET IMPROVEMENT AND ECONOMIC TRADE-OFFS

Charles C. Holt
1974

Report Descriptors: LABOR MARKET BEHAVIOR; UNEMPLOYMENT/INFLATION TRADEOFF
GPO
Also available in *Recurrent Education*, Selma J. Mushkin, ed., 1974.

THE POTENTIAL IMPACT OF THE EMPLOYMENT SERVICE ON THE ECONOMY

Charles C. Holt
June 1973

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; UNEMPLOYMENT/INFLATION TRADEOFF

THE ECONOMICS OF INFORMATION: LABOR MARKET ASPECTS

Richard S. Toikka
March 1974

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
The Swedish Journal of Economics, Vol. 76, No. 1, March 1974, pp. 62-72.

THE DISCOURAGED WORKER IN A FULL EMPLOYMENT ECONOMY

Ralph E. Smith
1974

Report Descriptors: INCENTIVES; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Proceedings of the American Statistical Association, Business and Economics Section, 1974.

MODELING A SEGMENTED LABOR MARKET

Charles C. Holt
December 1973

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
Conference Volume on Equal Employment Opportunity, Phyllis Wallace, ed., M.I.T. Press, 1974 (forthcoming).

TRANSITION PROBABILITY ESTIMATION FOR THE MULTINOMIAL LOGIT: AN APPLICATION TO THE LABOR MARKET

William J. Scanlon
August 1973

Report Descriptors: LABOR MARKET INFORMATION
Urban Institute Working Paper 350-64.

THE DEMOGRAPHIC COMPOSITION OF EMPLOYMENT, UNEMPLOYMENT, AND LABOR FORCE PARTICIPATION: A STATUS REPORT

Ralph E. Smith
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; UNEMPLOYMENT; WORKER TRAITS; LABOR MARKET BEHAVIOR
Urban Institute Working Paper 350-65.

BLACK MANAGERS IN WHITE CORPORATIONS

John P. Fernandez
1973

Report Descriptors: BLACK/WHITE; CORPORATIONS; SUPERVISION; OCCUPATIONAL MOBILITY; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS

NTIS PB231512/AS ($11 HC., $1.45 MF.)

4-005 LABOR MARKET SEGMENTATION

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

David M. Gordon, Michael Reich, Samuel S. Bowles, and Richard C. Edwards, Center for Educational Policy Research

Grant 21-25-73-18 (formerly Contract 71-36-7[illegible]-03)
Project completed fiscal year 1974

Descriptors: GOVERNMENT POLICIES; EARNINGS; INDUSTRIAL RELATIONS; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; DUAL LABOR MARKETS

In the light of recent research suggesting the existence of two labor markets—a primary, high-wage stable-employment market and a secondary, low-wage unstable-employment market—this project seeks firmer knowledge of labor market stratification and its implications for the design and operation of a labor market information system.

Using data from a variety of sources, including the urban employment surveys of the Bureau of Labor Statistics, the National Longitudinal Surveys, and historical case studies of local labor markets, this project tested a variety of hypotheses about the boundaries, characteristics, and evolution of stratification in the labor market.

The project concluded that labor market segmentation has flowed directly from the development of the American economy. Its causes and symptoms are intertwined with the evolution of basic economic institutions.

Consequently, public policy which seeks to eliminate or reduce segmentation must address these basic institutions.

LABOR MARKET SEGMENTATION: A RESEARCH REPORT TO THE U.S. DEPARTMENT OF LABOR

Richard C. Edwards, David M. Gordon, and Michael Reich, Center for Educational Policy Research
June 1973

NTIS PB221991 ($3.75)
Also available from Center for Educational Policy Research, Harvard University, 6 Appian Way, Cambridge, Mass. 02138.

4-006 NEW BUSINESSES AND URBAN EMPLOYMENT OPPORTUNITIES

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Contract 81-40-69-20
Project completed fiscal year 1972

Kenneth McLennan and Paul Seidenstat
August 1972

Report Descriptors: INDUSTRIAL MOBILITY; GEOGRAPHIC MOBILITY; LABOR DEMAND; INNER-CITY RESIDENTS;

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

EMPLOYMENT OPPORTUNITIES; URBAN AREAS; OWNERS; PENNSYLVANIA, PHILADELPHIA

NTIS PB230871/AS ($8)
D. C. Heath and Co., Cambridge, Mass., 1972 ($12.50).

4B. LABOR FORCE, LABOR MARKET—SPECIFIC SECTORS AND COHORTS

4-007 ALIEN WORKERS: A STUDY OF THE LABOR CERTIFICATION PROGRAM

TRANSCENTURY CORPORATION
WASHINGTON, D.C.

Contract 81-11-71-08
Project completed fiscal year 1972

David S. North
August 1971

Report Descriptors: LABOR CERTIFICATION PROGRAM; ALIENS; IMMIGRANTS; EMPLOYMENT OPPORTUNITIES; JOB PLACEMENT

NTIS PB202827 ($3)

4-008* AN ANALYSIS OF OCCUPATIONAL MOBILITY THROUGH USE OF LONGITUDINAL SURVEYS DATA WITH A SUPPLEMENTARY ANALYSIS OF RESPONSE VARIABILITY

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-05
Scheduled for completion summer 1974

Descriptors: BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; MEN; WOMEN; YOUNG MEN; YOUNG WOMEN

An analytical study of occupational mobility will be made emphasizing: (1) The relationship between mobility and changes in the occupational structure of employment; and (2) the paths by which individuals move into specific occupations.

The study will involve an analysis of data collected from four population groups covered by the National Longitudinal Surveys of labor force behavior.

4-009* CAREER DEVELOPMENT

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Herman P. Miller

Grant 21-42-74-10
Scheduled for completion summer 1974

Descriptors: CAREER PATTERNS; CAREER CHOICE; COLLEGE GRADUATES; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This study explores the relationships between college curricula, work experience, and current work status of young men 14 to 24 years old in 1966. It will attempt to assess the factors related to career choice and factors involved in shifts in curricula chosen, and differences between field of study and field of work.

The case study method is used here. The complete tape record of young men pursuing a college degree, or with a college degree, in the National Longitudinal Survey of Young Men are examined. Case histories describing typical career patterns in each degree category are being prepared. In addition tabulations are being developed to provide information on the social and economic background of men who pursue one of 10 specified degree categories as well as on their subsequent pattern of employment.

The initial plan to study career development for young women and older men as well has been dropped because of major problems with the data tapes or the documentation.

4-010 A CASE STUDY OF CERTAIN CASUAL LABOR PATTERNS IN SELECTED GEOGRAPHIC AREAS

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Contract 82-11-72-26
Project completed fiscal year 1973
January 1973

Report Descriptors: CASUAL LABORERS; MEN; EMPLOYMENT PATTERNS; SECONDARY LABOR FORCE; TEMPORARY EMPLOYMENT; JOB SEARCH; LABOR MARKET BEHAVIOR; WAGES; DISTRICT OF COLUMBIA; CALIFORNIA, LOS ANGELES; STATE-OF-THE-ART PAPERS
MA

4-011* CONFERENCE ON LABOR IN NONPROFIT INDUSTRIES AND GOVERNMENT

PRINCETON UNIVERSITY
PRINCETON, N.J.

Dr. Daniel S. Hamermesh, Industrial Relations Research Section

Grant 21-34-73-27
Scheduled for completion fiscal year 1975

Descriptors: GOVERNMENT WORK; WAGES; COLLECTIVE BARGAINING; UNIONIZATION; LABOR DEMAND; EMPLOYER MANPOWER PLANNING; UNIVERSITIES AND COLLEGES; PUBLIC SECTOR; WAGE STRUCTURE; CONFERENCES

This conference, jointly sponsored by the grantee and grantor, was held at Princeton, N.J., May 7-8, 1973. Outstanding scholars in their respective fields presented and gave critiques of the following papers: (1) The Theory of Employment and Wages in Nonprofit Industry; (2) The Incidence of Strikes in Public Employment; (3) The Demand for Labor in the Public Sector; (4) Wage Determination in the Public Schools and the Effects of Unionization; (5) The Effect of Government Ownership on Union Wages; and (6) Demand for Labor in a Nonprofit Market: University Faculty. Proceedings of the Conference are expected to be published in 1974.

4-012* THE ECONOMIC AND SOCIAL ASPECTS OF THE LABOR FORCE BEHAVIOR OF LOW-INCOME FAMILIES IN FOUR SOUTHERN RURAL COUNTIES

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. John F. Adams, Director, Center for Insurance Research

Grant 51-13-72-10
Scheduled for completion winter 1975

Descriptors: MANPOWER NEEDS; LOW INCOME; RURAL AREAS; SOUTHERN U.S.; LABOR FORCE BEHAVIOR; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS

This study is assessing the economic and social characteristics of labor force behavior of low-income families in four southern rural counties in order to formulate policy with respect to manpower programs for the disadvantaged.

A household survey of sample populations is being taken in Dodge County, Ga., Natchitoches Parish, La., Sunflower County, Miss., and Starr County, Tex. Special surveys are used in the four counties, including standardized interviews with members of the business community, government, churches, and service clubs. Socioeconomic and demographic county data are drawn from secondary sources, including the Bureau of the Census, Department of Labor, and records of State, county, and local agencies.

4-013 EFFECT OF CHANGES IN BIRTH EXPECTATIONS ON WORK EXPERIENCE

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Larry E. Suter

Contract 20-11-74-15
Project completed fiscal year 1974

Descriptors: YOUNG WOMEN; MOTHERS; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; FERTILITY; ATTITUDES

This study is examining the relationship among changes in birth expectations, labor force participation rates, and work experience of young women.

Data on young women age 14 to 24 in 1968 that were collected in 1971 and 1973 from the National Longitudinal Surveys will be compared to see the changes in birth expectations during the 2-year period. Reasons for change will be sought, including changes in marital status, attitudes toward work, income from job, school attendance, and labor force activity in relationship to childbirth.

4-014* EMPLOYMENT CHARACTERISTICS AND OCCUPATIONAL STATUS OF THE CHINESE IN THE UNITED STATES

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Betty Lee Sung, Department of Asian Studies

Grant 21-36-73-13
Scheduled for completion winter 1975

Descriptors: CHINESE AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; EDUCATIONAL ASPIRATIONS; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; OCCUPATIONAL STATUS; PUBLIC EMPLOYMENT SERVICE; PRIVATE EMPLOYMENT AGENCIES

The aim of this project is to formulate and conduct a detailed study of the economic characteristics of the Chinese in the United States. This study will provide information on the income, education, employment, and occupational status of Chinese workers. It will also seek insights into problems such as job discrimination, work attitudes, utilization of manpower services, cultural barriers to employment as revealed in interviews with employment agencies, placement offices, personnel offices, manpower programs, and various Chinese-American groups.

The principal investigation will develop a detailed occupational, educational, and income profile of the Chinese in the United States from unpublished census data. This information will be presented, analyzed, and summarized in a report for basic reference. This information, combined with interview data, will be used to suggest ways to improve the employment opportunities of Chinese Americans and provide direction to private and public agencies seeking to support programs in Chinese-American communities.

4-015 EMPLOYMENT OF GHETTO RESIDENTS: THREE STUDIES ON EMPLOYMENT POLICY FOR THE URBAN GHETTO

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Grant 91-11-71-05
Project completed fiscal year 1972

Bennett Harrison

Report Descriptors: EMPLOYMENT OPPORTUNITIES; GHETTO RESIDENTS

NTIS PB221088 ($4.85)

4-016 Employment of Recent College Graduates

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 81-11-71-18

Vera C. Perrella

Report Descriptors: COLLEGE GRADUATES; CAREER PATTERNS; JOB SEARCH; OCCUPATIONAL MOBILITY TRANSITION FROM SCHOOL TO WORK
MA
Special Labor Force Report 151, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C.

4-017* Experimental Study of the Relationship Between the Growth of Employment and Migration, Utilizing the Retrospective Data from the 1970 Census of Population

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-41
Scheduled for completion spring 1975

Descriptors: GEOGRAPHIC MOBILITY; METROPOLITAN AREAS; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WOMEN; MINORITIES; IN-MIGRANTS; WAGE DIFFERENTIALS; EMPLOYMENT OPPORTUNITIES; CORRECTIONS

The project will investigate the relationship between recent migration patterns for selected metropolitan areas and such factors as the area's occupational and industrial structure, the employment/unemployment mix, and wage levels.

Utilizing retrospective data available from the 1970 census of population, the study will focus on the largest standard metropolitan statistical areas.

4-018 Immigrants and the American Labor Market

TRANSCENTURY CORPORATION
WASHINGTON, D.C.

Contract 20-11-73-01
Project completed fiscal year 1973

David S. North and William G. Weissert
April 1973

Report Descriptors: IMMIGRANTS; IMMIGRATION; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; ALIENS; LABOR SUPPLY; MIGRANTS; LABOR CERTIFICATION PROGRAM; LITERATURE REVIEW

NTIS PB221200 ($6.74)

IMMIGRANTS AND THE AMERICAN LABOR MARKET: MANPOWER RESEARCH MONOGRAPH, NO. 31
1973

Report Descriptors: IMMIGRANTS; IMMIGRATION; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; ALIENS; LABOR SUPPLY; MIGRANTS; LABOR CERTIFICATION PROGRAM
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 31, (1974) ($1.20)

4-019* Impact of the Temporary Help Service Industry Upon Women's Labor Market Participation and Behavior

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Richard D. Leone, School of Business Administration

Grant 21-42-74-11
Scheduled for completion fall 1974

Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; WOMEN; LABOR FORCE PARTICIPATION; JOB SEARCH; RECRUITMENT; HIRING PRACTICES; JOB PLACEMENT; LABOR MARKET BEHAVIOR

Focusing on a single labor market, this study will examine the characteristics of women who use temporary help services, their reasons for utilizing this source of part-time employment, and the impact this experience has on subsequent labor force participation. This research will provide primary data on the female temporary work force and may yield useful insights into the efficiency and equity of one job-matching source.

This study is limited to one company in the Philadelphia SMSA. Personal interviews will be conducted with 500 former employees drawn from the inactive agency files dating from 1973 to the present; 100 persons selected from records of actively employed workers from the offices of a local temporary help company; and 100 customer firms who have used temporary help services in the past year. For those women who left temporary help service jobs for full-time work, this research will explore those ways in which their experience assists women in overcoming specific reentry problems, developing job skills, and establishing communication with potential full-time employers. Practices and procedures in the temporary help service industry which impede the full employment potentiality of women will likewise be explored, particularly among those employees who did not continue on to full-time employment.

4-020* THE LABOR SUPPLY FOR LOWER-LEVEL OCCUPATIONS, 1960-1980

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Dr. Harold Wool and Leonard A. Lecht

Grant 21-11-73-02
Scheduled for completion summer 1974

Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; LOW-WAGE INDUSTRIES; SERVICE INDUSTRIES; IMMIGRANTS; OCCUPATIONAL PROJECTIONS; MINORITIES; LABOR DEMAND; STUDENTS; LABOR FORCE PARTICIPATION

This project is testing the hypothesis that the historical sources of manpower for lower-level occupations, such as immigrants or deprived population groups, have been contracting and will continue to contract in the coming decade; and is assessing the implications for manpower and economic planning.

Data from the 1960 and 1970 censuses, supplemented by other research materials, will be used: (1) To develop a ranking of occupations relevant to the labor supply; (2) to study changes in the composition of lower-level occupations; and (3) to project the labor supply for such occupations to 1980.

4-021* A LONGITUDINAL STUDY OF IMMIGRANTS IN THE LABOR FORCE

LINTON, MIELDS & COSTON, INC.
WASHINGTON, D.C.

David S. North

Contract 20-11-74-21
Scheduled for completion spring 1975

Descriptors: IMMIGRANTS; EMPLOYMENT OPPORTUNITIES; LABOR CERTIFICATION PROGRAM; LABOR FORCE PARTICIPATION; TRANSITION TO WORK; LABOR SUPPLY

The objectives of the study are to determine the nature and extent of immigrant participation in the labor force and the factors which inhibit or encourage such participation, the training that immigrants bring with them and its utilization, their earnings, and their labor market experiences over time.

The researchers' methodology will include the following: (1) Interviewing a subsample of 1,000 immigrants from the sample of 5,000 immigrants whose alien address cards and visa applications were examined in a 1970 project, "Immigrants and the American Labor Market," (TransCentury Corporation, contract 20-11-73-01); (2) continuing the baseline research with the alien address cards, studying cards filed in 1971, 1973 and 1974 for the 1970 subsample; (3) comparing the findings from the 1970 cohort with the findings from data secured on a cohort of 1,000 immigrants arriving in 1971; (4) analyzing Social Security and other data regarding immigrants and the labor force; (5) interviewing executives of immigrant-serving agencies; and (6) developing and testing a quantitative model with different provisions in the immigration law to predict the labor market impacts of immigration.

4-022 MANPOWER DEVELOPMENT AND UTILIZATION IN THE CONTRACT CONSTRUCTION INDUSTRY

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-23-69-17
Project completed fiscal year 1972

Dr. John T. Dunlop and Dr. D. Quinn Mills
May 1972

Report Descriptors: CONSTRUCTION INDUSTRY, LABOR MARKET INFORMATION; MANPOWER UTILIZATION; UNION MANPOWER PRACTICES; PRODUCTIVITY; INDUSTRY PRACTICES

NTIS PB209263 ($5.45)
Industrial Relations and Manpower in Construction D.C. Heath & Co., Lexington Books, Cambridge, Mass. 1972 ($12).

4-023* NATIONAL LONGITUDINAL SURVEYS OF LABOR FORCE BEHAVIOR

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO
AND
BUREAU OF THE CENSUS
WASHINGTON, D.C.

Dr. Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

Contracts 82-39-72-21 (formerly 81-37-68-21, 81-34-28, 81-37-69-15, 81-37-70-18)—Ohio State; and 81-08-38 and 20-11-73-06—Census

Descriptors: LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE

The National Longitudinal Surveys study is probing the relationship of factors influencing the work behavior and experience of four groups: Men, aged 45 to 59; women, 30 to 44; and men and women, 14 to 24. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not. The completed study will constitute a comprehensive body of data on labor mobility.

The study has entailed six consecutive surveys (most by personal interview) of each group at 1-year intervals,

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

except for the omission of the older groups of men and women in 1970. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the last of these personal interviews (young women in 1973) a series of biennial telephone followup interviews were initiated for both groups of men in 1973, and older women in 1974, with similar interviews planned for young women in 1975. These telephone surveys will continue for about 5 years beyond the initial proposed completion date if response rates continue satisfactorily. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report for each group. Reports on the annual surveys are reproduced as manpower research monographs. Special analyses of the data are also published from time to time. Tapes containing survey data are being made available for purchase from Ohio State University.

THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK

Dr. Herbert S. Parnes and others
December 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW
The Handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 215 W. 11 Ave., Columbus, Ohio 43201.

POTENTIAL RECIPIENTS OF FAMILY ASSISTANCE PAYMENTS: CHARACTERISTICS AND LABOR MARKET BEHAVIOR

John R. Shea and Jack A. Meyer
March 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WELFARE DEPENDENCY; LOW INCOME; LABOR MARKET BEHAVIOR; POVERTY; WORK ATTITUDES; BLACK/WHITE

NTIS PB209287

INTERREGIONAL MIGRATION, EDUCATION AND POVERTY IN THE URBAN GHETTO: ANOTHER LOOK AT BLACK-WHITE EARNINGS DIFFERENTIALS

Arvil Van Adams and Gilbert Nestel
September 1973

Report Descriptors: BLACK/WHITE; MEN; INCOME DIFFERENTIALS; RETURNS ON EDUCATIONAL INVESTMENT; GEOGRAPHIC MOBILITY; WORK ATTITUDES; GHETTO RESIDENTS
Available from The Center for Human Resource Research.

INCOME INSTABILITY AMONG YOUNG AND MIDDLE-AGED MEN

Andrew I. Kohen, Herbert S. Parnes, and John R. Shea
May 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; INCOME DIFFERENTIALS; OLDER WORKERS; YOUNG MEN; LOW INCOME; MIDDLE-AGED WORKERS

NTIS PB222571 ($3.50 HC., $1.45 MF.)
Also in a chapter in James Smith, ed. *The Personal Distribution of Income and Wealth*, National Bureau of Economic Research, New York, N.Y., 1974.

RESPONSE BIAS IN REPORTS OF FATHER'S EDUCATION

Michael Borus and Gilbert Nestel
1971

Report Descriptors: FATHERS; EDUCATION; MEN; YOUNG MEN
Also available in *Proceedings of the Social Statistics Section of the American Statistical Association*, 1971.

RESPONSE BIAS IN REPORTS OF FATHER'S EDUCATION AND SOCIOECONOMIC STATUS

Michael Borus and Gilbert Nestel

Report Descriptors: FATHERS; STATUS; MEN; YOUNG MEN
In *Journal of the American Statistical Association*, in press.

A LONGITUDINAL STUDY OF LABOR MARKET BEHAVIOR—ADVANTAGES AND SOME METHODOLOGICAL PROBLEMS IN ANALYSIS

Gilbert Nestel
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY
Also available in *Proceedings of the Social Statistics Section of the American Statistical Association*, 1970.

BARRIERS TO ENTRY AND RE-ENTRY TO THE LABOR MARKET

Carol L. Jusenius and Steven H. Sandell
June 1974

Report Descriptors: OCCUPATIONAL STATUS; BLACK/WHITE; TRANSITION TO WORK; TRANSITION FROM SCHOOL TO WORK; WOMEN; YOUNG WOMEN
Paper presented at Conference on Research Needed to Improve the Employment and Employability of Women, Women's Bureau, U.S. Department of Labor, Washington, D.C., June 7, 1974.

LONGITUDINAL SURVEYS: PROSPECTS AND PROBLEMS

Herbert S. Parnes
February 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY
In *Monthly Labor Review*, February, 1972, pp. 11-15.

HYPOTHETICAL QUESTIONS AS MEASURES OF LABOR MOBILITY

Dr. Herbert S. Parnes and Ruth S. Spitz
1969

Report Descriptors: ATTITUDES; TESTING; WORK ATTITUDES; LABOR MOBILITY; NATIONAL LONGITUDINAL SURVEYS
In *Proceedings, Social Statistics Section of the American Statistical Association*, 1969, pp. 182-191.

A CONCEPTUAL FRAMEWORK FOR STUDYING LABOR MOBILITY

Dr. Herbert S. Parnes and Ruth S. Spitz
November 1969

Report Descriptors: METHODOLOGY; LABOR MOBILITY; NATIONAL LONGITUDINAL SURVEYS
In *Monthly Labor Review*, November, 1969, pp. 55-58.

CONSTRUCT VALIDATION OF INTERNAL-EXTERNAL LOCUS OF CONTROL AS MEASURED BY AN ABBREVIATED 11-ITEM I-E SCALE

Gopal K. Valecha
1972

Report Descriptors: TESTING; ATTITUDES; ROLE MODELS
Ph.D. Dissertation, The Ohio State University, 1972.

4-023A* THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This study probes the relationship of factors influencing the work behavior and experience of men who were 45 to 59 years of age when the study began. It analyzes changes in their labor force behavior and employment status.

This portion of the National Longitudinal Surveys includes personal interviews of a national sample in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and a telephone interview survey in 1973. The latter is the first in a new series to be conducted biennially for about 5 years if response rates justify. A third report on men who were 45 to 59 years of age in 1966 has been issued which describes and analyzes the changes in their labor force and employment status between 1966, the date of the first annual survey of this group, and 1969, when the fourth survey was taken.

Findings indicate that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization is especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than black men, whereas among unionized operatives the differential was 11 percent.

The researchers conclude that less discrimination against blacks exists in the average union labor market than in the average nonunion labor market. Further, relatively more blacks than whites had collective bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers also had longer job tenure, were more attached to their current jobs, and felt that they had more control of their lives.

Unionization also is synonymous with greater pension coverage. It appears that pension plans may inhibit interfirm movement among men of this age group. Thus, the rate of voluntary job changing between 1966 and 1969 was considerably lower for those with pension coverage than for those without. However, tenure seems to be the overriding factor in job changing. Job changers were concentrated among men with short tenure: the longer a man's tenure the more immobile he became, regardless of pension coverage.

Even among men in this age group, health is more important than age in determining whether they continue to work. Futhermore, among men who were employed in both 1966 and 1969, those without health problems had higher earnings.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; LABOR MOBILITY; JOB RETENTION; HEALTH; JOB SATISFACTION; WORK ATTITUDES; RETIREMENT; PENSIONS

NTIS PB180530
MA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 1, 1970
GPO ($2.25)

VOL. 2 (1967 SURVEY)

Herbert S. Parnes, Karl A. Egge, Andrew I. Kohen, and Ronald M. Schmidt

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR MOBILITY; HEALTH; JOB SATISFACTION; WORK ATTITUDES

NTIS PB192671
MA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 2, 1970
GPO ($1.95)

VOL. 3 (1968 AND 1969 SURVEYS)

Herbert S. Parnes, Gilbert Nestel, and Paul Andrisani

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; PENSIONS; UNIONIZATION; JOB RETENTION; MEN; WAGE DIFFERENTIALS; RETURNS ON TRAINING; BLACK/WHITE; INTERFIRM MOBILITY; ATTITUDES

NTIS PB212637
MA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973
GPO ($2.25)

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ASSETS, NONEMPLOYMENT INCOME, AND ALTERNATIVE MODELS OF LABOR SUPPLY

Belton M. Fleisher and Richard D. Porter
April 1971

Report Descriptors: LABOR SUPPLY; MEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB222737 ($6 HC., $1.45 MF.)

WITHDRAWAL FROM THE LABOR FORCE BY MIDDLE-AGED MEN, 1966-1967

Herbert S. Parnes and Jack A. Meyer
January 1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; LABOR FORCE PARTICIPATION; HEALTH; WORK ATTITUDES; BLACK/WHITE

NTIS PB206116
Gloria Shatto (ed.), *Employment of the Middle Aged: Papers from Industrial Gerontology Seminars.* Springfield, Ill.: Charles C. Thomas Co., 1972, pp. 63-86.

ASSET ADJUSTMENT AND LABOR SUPPLY OF OLDER WORKERS

Belton M. Fleisher, Donald O. Parsons, and Richard D. Porter
1971

Report Descriptors: LABOR SUPPLY; OLDER WORKERS; INCOME
Also available from Division for Economic Research, The Ohio State University, Report 7108, 1971.

THE LABOR SUPPLY OF MALES 45-59: A PRELIMINARY REPORT

Belton M. Fleisher and Richard D. Porter
July 1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR SUPPLY; INCENTIVES; OLDER WORKERS; LABOR MARKET BEHAVIOR
MA

BLACK-WHITE DIFFERENCES IN ANNUAL HOURS OF WORK SUPPLIED BY MALES 45-59: A PROGRESS REPORT

Karl A. Egge
1971

Report Descriptors: OLDER WORKERS; BLACK/WHITE; WORK SCHEDULES; LABOR SUPPLY; MEN

NTIS PB208428

A MULTIVARIATE ANALYSIS OF SOME CORRELATES OF JOB SATISFACTION AMONG MEN AGED 45 TO 59

Edward A. Nicholson and Roger D. Roderick
June 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; JOB SATISFACTION; HEALTH; EDUCATION; FAMILIES

NTIS PB210925
Condensed version of paper presented at National Meetings of the Academy of Management, August, 1972, Minneapolis, Minn.

THE IMPACT OF HEALTH UPON EARNINGS AND LABOR MARKET ACTIVITY OF MIDDLE-AGED MEN

Joseph M. Davis
1972

Report Descriptors: HEALTH; EARNINGS; LABOR MARKET BEHAVIOR; MIDDLE-AGED WORKERS; MEN

NTIS PB210224
"Impact of Health on Earnings and Labor Market Activity," *Monthly Labor Review*, Vol. 95, 1972, pp. 46-49.

HEALTH AND THE EDUCATION—EARNINGS RELATIONSHIP

Joseph M. Davis
1973

Report Descriptors: HEALTH; RETURNS ON EDUCATIONAL INVESTMENT
In *Monthly Labor Review*, April 1973, pp.61-63.

RETIREMENT EXPECTATIONS OF MIDDLE-AGED MEN

Dr. Herbert S. Parnes and Gilbert Nestel
1971

Report Descriptors: MIDDLE-AGED WORKERS; MEN; TRANSITION FROM WORK TO RETIREMENT; RETIREMENT; ATTITUDES; WORK ATTITUDES

AN ANALYSIS OF SOME CORRELATES OF JOB SATISFACTION AMONG MEN 45-59

Roger D. Roderick and Edward A. Nicholson
1972

Report Descriptors: MEN; JOB SATISFACTION; BLACK/WHITE; OCCUPATIONAL ASSIGNMENT; EDUCATIONAL ATTAINMENT
In *Proceedings of the Academy of Management*, 1972.

4-023B* YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

Descriptors: EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; JOB SATISFACTION; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; INTERFIRM MOBILITY; CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational aspirations, career aspirations, work and experience, and factors influencing the changes, both between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys has included annual personal interviews with this group from 1968 to 1973. They will be continued through telephone interview surveys biennially beginning in 1975 for about 5 years if the response rate justifies.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

With increasing education and experience as they grow older, young women show increased realism about the likelihood that they will be working at age 35; but they continue to maintain unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspire to professional and managerial jobs; least realistic were the considerable number with similar aspirations who have less than a high school education. Changes in labor force participation occur far more frequently than could be inferred from the very small decline in labor force participation rates between 1968 and 1970. Although three-fourths had been in the labor force at least once when surveyed, only two-fifths had been in the labor force on all three survey dates. Substantial numbers had changed employers and these changers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Those with less than 1 year's service in 1968 were more than three times as likely to change employers voluntarily as those with 5 years of service. This suggests that early job shifts lead to better adjustment to the job market, which in turn leads to greater stability on the job.

VOL. 1 (1968 SURVEY)

John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; SOCIOLOGICAL FACTORS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; STUDENTS; EMPLOYMENT PATTERNS; JOB RETENTION; WORK ATTITUDES; CHILD DAY CARE; EDUCATIONAL ASPIRATIONS

NTIS PB201289
MA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 1, 1971
GPO ($2)

VOL. 2 (1969 SURVEY)

Roger D. Roderick, with the assistance of Joseph M. Davis
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; GEOGRAPHIC MOBILITY; JOB SATISFACTION; VOCATIONAL GUIDANCE; EDUCATION; CURRICULA; YOUNG WOMEN

NTIS PB220735 ($3 HC., $1.45 MF.)
MA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1974
GPO ($1.70)

VOL. 3

Dr. Roger D. Roderick and Dr. Andrew I. Kohen
1973

Report Descriptors: EDUCATION; TRAINING; BLACK/WHITE; YOUNG WOMEN; LABOR FORCE PARTICIPATION; INTERFIRM MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB232331/AS ($4.50 HC., $1.45 MF.)
MA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 3,
GPO

CORRELATES OF ATYPICAL OCCUPATIONAL ASSIGNMENT

Roger D. Roderick and Joseph M. Davis
July 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; WOMEN'S OCCUPATIONS; BLACK/WHITE; OCCUPATIONAL CHOICE; YOUNG WOMEN; ROLE MODELS

NTIS PB211489

TYPING, SHORTHAND, AND OCCUPATIONAL ASSIGNMENTS OF WOMEN: SOME BLACK-WHITE DIFFERENTIALS

Roger D. Roderick and John R. Shea
September 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG WOMEN; OCCUPATIONAL TRAINING; LABOR MARKET BEHAVIOR; OCCUPATIONAL STATUS; TYPISTS; SECRETARIAL OCCUPATIONS

NTIS PB213971

JOB EXPECTATIONS AND UNEMPLOYMENT AMONG YOUNG WOMEN WITH WORK EXPERIENCE

Diane Rochelle Chappelle Faulk
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; LABOR MARKET BEHAVIOR; WORK ATTITUDES; CAREER GOALS; EARNINGS; EDUCATION; UNEMPLOYMENT

NTIS PB222738
Available from The Ohio State University Center for Human Resource Research.

CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

Andrew I. Kohen and Roger D. Roderick
1972

Report Descriptors: YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

ATYPICALITY OF OCCUPATIONAL ASSIGNMENT AMONG YOUNG WOMEN

Roger D. Roderick and Joseph M. Davis
1972

Report Descriptors: YOUNG WOMEN; OCCUPATIONAL ASSIGNMENT
Paper Presented at Annual Meeting of The Population Association of America, April 1972, at Toronto, Ontario, Canada. Abstracted in *Population Index*, July 1972.

CORRELATES OF JOB ATTITUDES AMONG YOUNG WOMEN

Edward A. Nicholson and Roger D. Roderick
December 1973

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; LABOR MARKET BEHAVIOR; JOB SATISFACTION; BLACK/WHITE; WORK ATTITUDES
In *Nebraska Journal of Economics and Business*, Vol. 12, Autumn 1973, pp. 77-89.

4-023C* CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; INTERFIRM MOBILITY; WORK ATTITUDES

This study examines the transition from school to work and the early labor market experience of young men who were 14 to 24 years of age in 1966, and follows them to identify changes over time in educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, attitudes, socioeconomic background, and education.

This portion of the National Longitudinal Surveys includes personal interview surveys in each of the years 1966 through 1971. Telephone surveys were begun with this group in 1973 and will be continued for about 5 years if the satisfactory initial response rates continue to be obtained.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better despite their shorter labor market exposure, and manifested a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs of lower pay and satisfaction generally changed jobs more often and improved their position, though for white men there appeared to be diminishing returns from repeated changes. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than nonchangers, which held down the increase in annual earnings for whites but not for blacks.

Controlling for age, education, and occupation did not alter the conclusion that the intercolor difference in the pattern of occupational movement resulted in widening the socioeconomic disparity between blacks and whites.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; BLACK/WHITE; CAREER PATTERNS; EDUCATION; TRAINING; SOCIOLOGICAL FACTORS; VOCATIONAL EDUCATION; JOB SEARCH; VOCATIONAL GUIDANCE; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; CAREER GOALS; YOUNG MEN; EDUCATIONAL ASPIRATIONS

NTIS PB183539
MA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 1, 1970
GPO ($3.30)

VOL. 2 (1967 SURVEY)

Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; EDUCATION; TRAINING; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; DROPOUTS; YOUNG MEN

NTIS PB201288
MA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 2, 1971
GPO ($2.30)

VOL. 3 (1968 SURVEY)

Andrew I. Kohen and Herbert S. Parnes
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; EDUCATIONAL ASPIRATIONS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; JOB SATISFACTION; BLACK/WHITE; CAREER GOALS; YOUNG MEN

NTIS PB201287
MA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 3, 1971
GPO ($2.40)

VOL. 4 (1969 SURVEY)

Andrew I. Kohen, with the assistance of Paul Andrisani
January 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK

NTIS PB220734
MA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974
GPO ($2.25)

DETERMINANTS OF LABOR MARKET SUCCESS AMONG YOUNG MEN: RACE, ABILITY, QUANTITY, AND QUALITY OF SCHOOLING

Andrew I. Kohen
January 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; EDUCATION; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; RETURNS ON EDUCATIONAL INVESTMENT; MENTAL ABILITY

NTIS PB208638 ($3.75)

DETERMINANTS OF EDUCATIONAL ATTAINMENT AND RETENTION IN SCHOOL

John R. Shea and Roger A. Wilkens
1972

Report Descriptors: EDUCATIONAL ATTAINMENT; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; LABOR MARKET BEHAVIOR; DROPOUTS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS

NTIS PB209625

KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN

Andrew I. Kohen and Susan C. Breinich
1974

Report Descriptors: OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING
Available from The Ohio State University Center for Human Resource Research.

SOME CORRELATES OF THE LABOR MARKET STATUS OF MALE YOUTH

Robert C. Miljus, Herbert S. Parnes, Ronald M. Schmidt, and Ruth S. Spitz
1968

Report Descriptors: YOUNG MEN; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR
In *The Transition from School to Work*, Princeton University Industrial Relations Section, Princeton, N.J., 1968, pp. 47-75.

THE EFFECTS OF HIGH SCHOOL CURRICULUM ON AGE-EARNINGS PROFILES

John T. Grasso and John R. Shea
1972

Report Descriptors: CURRICULA; HIGH SCHOOLS; EARNINGS; YOUNG MEN
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

AN EMPIRICIAL ANALYSIS OF THE DUAL LABOR MARKET THEORY

Paul Andrisani
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DUAL LABOR MARKETS; DISCRIMINATION; BLACK/WHITE; HUMAN CAPITAL; YOUNG MEN; LABOR MARKET BEHAVIOR

NTIS PB225528/9AS ($4.50)
Available from The Ohio State University Center for Human Resource Research.

OCCUPATION INFORMATION AND LABOR MARKET STATUS: THE CASE OF YOUNG MEN

Herbert S. Parnes and Andrew I. Kohen
September 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; COUNSELING AND GUIDANCE; LABOR MARKET BEHAVIOR; INCOME DIFFERENTIALS; TRANSITION FROM SCHOOL TO WORK; OCCUPATIONAL INFORMATION

CHANGES IN THE FEDERAL MINIMUM WAGE AND THE EMPLOYMENT OF YOUNG MEN, 1966-67

Karl A. Egge, Andrew I. Kohen, John R. Shea, and Frederick A. Zeller
1970

Report Descriptors: YOUNG MEN; EMPLOYMENT PATTERNS; MINIMUM WAGE LAWS; LABOR DEMAND
In *Youth Unemployment and Minimum Wages*, U.S. Department of Labor, Bureau of Labor Statistics Bulletin 1657, 1970.

4-023D* DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

Descriptors: WOMEN; LABOR FORCE PARTICIPATION; LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

The purpose of this portion of the National Longitudinal Surveys is to probe the factors that determine labor force participation rates and labor market experience of mature women at a time when many are returning to the job market after a period of absence to meet family responsibilities; to identify changes in work plans, the relationship between age of children and working, education and job search problems; and to gain insights into possible effects of child-care facilities on labor force participation.

This portion of the National Longitudinal Surveys includes personal interviews with women 30 to 44 years of age at the beginning of the study in 1967. They were also interviewed in person in 1969, 1971, and 1972, and a brief mailed questionnaire was used in 1968. A series of telephone interview surveys, to continue about 5 years if response rates continue to be satisfactory, was initiated in 1974.

The first followup report on women 30 to 44 examines primarily the changes in labor force and employment status between 1967 and 1969 as related to changes in various personal and family characteristics.

Rates of labor force participation among married women increased noticeably for those who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors see as a manifestation of an already strong work commitment; and (5) had white-collar husbands (among white women with children under age 6 in 1967 but not in 1969), possibly suggesting that if child-care facilities were made more easily available, the greatest labor force increases would take place among the relatively well-to-do.

Very few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned more often than any other reason.

Interfirm mobility was found to be high among those women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

VOL. 1 (1967 SURVEY)

John R. Shea, Ruth S. Spitz, and Frederick A. Zeller
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; SOCIOLOGICAL FACTORS; BLACK/WHITE; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; HEALTH; EDUCATION; TRAINING; CHILD DAY CARE; COMMUTING; WORK SCHEDULES; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; EARNINGS; WORK ATTITUDES; JOB SATISFACTION; JOB RETENTION

NTIS PB193239
MA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 1, 1970
GPO ($3.55)

VOL. 2 (1969 SURVEY)

John R. Shea, Sookon Kim, and Roger D. Roderick

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR MOBILITY; LABOR FORCE PARTICIPATION

NTIS PB214569
MA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973
GPO ($2.10)

CROSS-SUBSTITUTION BETWEEN HUSBAND AND WIFE AS ONE OF THE FACTORS DETERMINING THE NUMBER OF HOURS OF LABOR SUPPLIED BY MARRIED WOMEN

Sookon Kim
June 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR SUPPLY; WOMEN; BLACK/WHITE; MANPOWER ECONOMICS; LABOR MARKET BEHAVIOR; WORK INCENTIVES; MODELS; FAMILIES

NTIS PB211648

LABOR SUPPLY OF WOMEN POTENTIALLY ELIGIBLE FOR FAMILY ASSISTANCE

Jack A. Meyer
November 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR SUPPLY; LOW INCOME; WOMEN; WORK INCENTIVES; HUMAN CAPITAL; BLACK/WHITE; FAMILY ASSISTANCE PLAN

NTIS PB213737

WELFARE MOTHERS: BARRIERS TO LABOR FORCE ENTRY

John R. Shea
September 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; MOTHERS; WELFARE PATTERNS; WORK INCENTIVES; BLACK/WHITE; LABOR FORCE PARTICIPATION

NTIS PB212147
Also in *Journal of Human Resources*, Vol. 8, Supplement, 1973.

DETERMINANTS OF LABOR FORCE PARTICIPATION OF MARRIED WOMEN 30 TO 44 YEARS OF AGE

Sookon Kim
1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION

NTIS PB206502

THE INFLUENCE OF FERTILITY STRATEGIES ON THE LABOR FORCE STATUS OF AMERICAN WIVES

Harry Michael Rosenberg
1972

Report Descriptors: FERTILITY; LABOR FORCE PARTICIPATION; WOMEN

NTIS PB213743 ($6.75)

4-023E* NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

Descriptors: DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

The objective of this portion of the project is to make the National Longitudinal Surveys data base available to manpower and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base and serves as a national clearinghouse for information relating to the data files as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to communicate to the center any problems they uncover in the data files so that these can immediately be called to the attention of other users and so that corrective action can be taken to the extent feasible. Also, by means of a quarterly questionnaire the center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each such report to the center. A quarterly NLS Newsletter, issued by the center, publicizes all such information so that all members of the NLS research community can be kept apprised of the work that is going on elsewhere.

Following is a list of research reports that have utilized National Longitudinal Surveys data.

OCCUPATION, EMPLOYMENT, AND LIFETIME WORK EXPERIENCE OF WOMEN

Larry E. Suter
August 1973

Report Descriptors: WOMEN'S OCCUPATIONS; LABOR MARKET BEHAVIOR; EARNINGS; PROFESSIONALS; EDUCATION

LABOR FORCE BEHAVIOR: A LONGITUDINAL PERSPECTIVE

David N. Saunders
June 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE; METHODOLOGY
MA

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

GPO
Also in *Review of Public Data Use*, Vol. 1, No. 3., June 30, 1973.

APPLYING AN OCCUPATIONAL CLASSIFICATION TO A REPRESENTATIVE SAMPLE OF WORK HISTORIES OF YOUNG MEN AND WOMEN

D. H. Nafizer, J. L. Holland, S. T. Helms, and J. M. McPartland
1972

Report Descriptors: YOUNG MEN; YOUNG WOMEN; OCCUPATIONAL CLASSIFICATION; LABOR MARKET BEHAVIOR; JOB RETENTION
Available from Center for Social Organization of Schools, The Johns Hopkins University, Baltimore, Md., Report No. 132, 1972.

INCOME DIFFERENCES BETWEEN MEN AND CAREER WOMEN

Larry E. Suter and Herman P. Miller
January 1973

Report Descriptors: MALE/FEMALE; INCOME DIFFERENTIALS
In *American Journal of Sociology*, January 1973.

WOMEN IN THE LABOR FORCE: PLACE OF RESIDENCE AS IT RELATES TO LABOR FORCE PARTICIPATION, WORK TIME SUPPLIED AND INCOME RETURNS

Dean F. Schreiner and Marlys A. Knutson.

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; INCOME; YOUNG WOMEN
Journal Article 2837, Oklahoma Agricultural Experiment Station, Stillwater, Okla.

INTERGENERATIONAL WEALTH TRANSFERS AND THE SCHOOLING DECISIONS OF MALE YOUTH

Donald O. Parsons

Report Descriptors: YOUNG MEN; EDUCATIONAL ASPIRATIONS
Unpublished paper, The Ohio State University.

COST OF SCHOOL TIME, FOREGONE EARNINGS, AND HUMAN CAPITAL FORMATION

Donald O. Parsons

Report Descriptors: YOUNG MEN; HUMAN CAPITAL; RETURNS ON EDUCATIONAL INVESTMENT
In *Journal of Political Economy*, in press.

A MARKOV CHAIN ANALYSIS OF THE MOVEMENT OF YOUNG MEN USING THE HOLLAND OCCUPATIONAL CLASSIFICATION

D. H. Nafizer
1973

Report Descriptors: YOUNG MEN; OCCUPATIONAL CLASSIFICATION
In *Catalog of Selected Documents in Psychology*, Winter, Vol.3, 1973.

FAMILY INVESTMENT IN HUMAN CAPITAL: EARNINGS OF WOMEN

Jacob Mincer and Simon Polachek
1973

Report Descriptors: HUMAN CAPITAL; WOMEN; EARNINGS
Presented at Population Conference II, June 4-5, 1973, Chicago, Ill.

FERTILITY, WORK EXPERIENCE, POTENTIAL EARNINGS AND OCCUPATION OF AMERICAN WOMEN AGES 30-44: EVIDENCE FROM SURVEY DATA

Karen Oppenheimer Mason and Barbara S. Schulz

Report Descriptors: FERTILITY; EMPLOYMENT PATTERNS; WOMEN
Available from Center for Population Research and Services, Research Triangle Park, N.C.

NONRESPONSE ON ASSETS AND INCOME IN THE SURVEY OF MATURE WOMEN

Victoria Lapham

Report Descriptors: WOMEN; INCOME; NATIONAL LONGITUDINAL SURVEYS
MA

LABOR FORCE PARTICIPATION RATES OF BLACK WIVES

Barbara Jones
1972

Report Descriptors: LABOR FORCE PARTICIPATION; BLACKS; WOMEN

AN APPLICATION OF HOLLAND'S VOCATIONAL THEORY TO AN EMPIRICAL STUDY OF OCCUPATIONAL MOBILITY OF MEN AGE 45-59

E. Parsons
1971

Report Descriptors: OCCUPATIONAL MOBILITY; OLDER WORKERS; MEN; OCCUPATIONAL ASSIGNMENT; CAREER PATTERNS
Unpublished doctoral dissertation, The Ohio State University, 1971.

A COMPARISON OF MALE AND FEMALE POST-SCHOOL INVESTMENT BEHAVIOR AND EARNINGS USING THE 1967 LONGITUDINAL SURVEY OF WORK EXPERIENCE OF WOMEN 30-44 YEARS OF AGE

Solomon William Polachek
1973

Report Descriptors: MALE/FEMALE; WOMEN; INCOME DIFFERENTIALS; EARNINGS; INVESTMENT; RETURNS ON EDUCATIONAL INVESTMENT
Applied Economics Workshop Paper, University of Chicago, 1973.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

POLICY ISSUES AND ANALYTICAL PROBLEMS IN EVALUATING VOCATIONAL EDUCATION

Ernst W. Stromsdorfer

Report Descriptors: VOCATIONAL EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT
Final Report Project No. 8-0643, Grant OEG-0-71-3707, U.S. Office of Education, Office of Program Planning and Evaluation.

SEX DIFFERENCES IN THE PROCESS OF STATUS ATTAINMENT: A COMPARISON OF WORKING WOMEN AND MEN

Donald J. Treiman
August 1973

Report Descriptors: SEX DIFFERENCES; STATUS; ECONOMIC STATUS; OCCUPATIONAL STATUS; MALE/FEMALE; MIDDLE-AGED WORKERS
Paper presented at American Sociological Association annual meeting, New York, August, 1973.

CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN

Louise Vetter and David W. Stockburger
1974

Report Descriptors: YOUNG WOMEN; WOMEN; CAREER PATTERNS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

LABOR FORCE EXPERIENCE, JOB TURNOVER, AND RACIAL WAGE DIFFERENTIALS

Dr. Robert J. Flanagan
April 1974

Report Descriptors: TURNOVER; LABOR FORCE BEHAVIOR; MINORITIES; WAGE DIFFERENTIALS
Chapter 2 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974; and in *Review of Economics and Statistics* (forthcoming).

DISCRIMINATION THEORY, LABOR TURNOVER, AND RACIAL UNEMPLOYMENT DIFFERENTIALS

Dr. Robert J. Flanagan
April 1974

Report Descriptors: RACIAL DISCRIMINATION; TURNOVER; UNEMPLOYMENT
Chapter 3 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974.

THE RELATIVE OCCUPATIONAL SUCCESS OF BLACKS AND WHITES

Dr. Robert E. Hall and Richard A. Kasten
1973

Report Descriptors: BLACK/WHITE; OCCUPATIONAL STATUS
In *Brookings Papers on Economic Activity*, 1973:3.

DIFFERENCES IN PAY, PROMOTION, JOB TITLE, AND OTHER RELATED FACTORS BETWEEN EMPLOYED MALE AND FEMALE COLLEGE GRADUATES AS INDICATORS OF SEX DISCRIMINATION

Florence C. V. Odita
1972

Report Descriptors: SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS; COLLEGE GRADUATES; INDUSTRY PRACTICES
Unpublished doctoral dissertation, The Ohio State University, 1972.

4-024 A NATIONAL STUDY OF ASSISTING MANPOWER IN OPTOMETRY

OPTOMETRIC CENTER OF NEW YORK
NEW YORK, N.Y.

Contract 81-34-70-11
Project completed fiscal year 1972

Dr. Alden N. Haffner
August 1971

Report Descriptors: OPTOMETRISTS; OCCUPATIONAL CHOICE; LABOR DEMAND; OCCUPATIONAL TRAINING; EMPLOYMENT OPPORTUNITIES; MANPOWER DEVELOPMENT; MANPOWER PROJECTIONS; LABOR SUPPLY

NTIS PB202813 ($3)

4-025* NEGRO OCCUPATIONAL STATUS AND EDUCATION: SPECIAL ANALYSIS UNDER THE "NEGRO EMPLOYMENT IN THE SEVEN SOUTHERN SMSA'S" STUDY

THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY.

Dr. Virgil Christian, Jr., Department of Economics

Grant 21-21-74-27
Scheduled for completion fall 1974

Descriptors: BLACKS; ECONOMIC STATUS; OCCUPATIONAL STATUS; EDUCATIONAL ATTAINMENT; SOUTHERN U.S.; BLACK/WHITE; EMPLOYMENT PATTERNS; MIGRATION; METROPOLITAN AREAS

This project will attempt to answer such questions as: (1) Has the racial pattern of inmigration to southern SMSA's been such as to widen the income and occupational gap between blacks and whites in those metropolitan areas? and (2) to what extent does the income and occupational gap between the races widen as the educational level rises? The project also extends the analysis begun with the Negro Employment in the South study.

This project will use census data tapes to develop and analyze educational and income distributions by occupation, occupational and income distributions at given levels of education, and separate distributions for migrants and nonmigrants in seven southern SMSA's.

4-026* Rural Industrialization and Poverty in the South

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-24
Scheduled for completion fall 1974

Descriptors: SOUTHERN U.S.; INDUSTRIAL MOBILITY; POVERTY; RURAL AREAS; ECONOMIC DEVELOPMENT

This project will examine the process of rural industrialization over time, developing a model which incorporates industries by wage, skill, union, and such locational characteristics as resources-orientation and market-orientation. The project will focus on rural counties in the South which are at least 50 miles from a standard metropolitan statistical area. In addition, a comparative study of counties of southern Indiana will be made.

Information will be gathered from field interviews and from such sources of secondary data as: Census of Manufacturers, County Business Patterns, and the National Longitudinal Surveys.

4-027 Rural Labor Markets

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

OEO Grant 61202
Project completed fiscal year 1974

Descriptors: RURAL AREAS; LABOR MARKET BEHAVIOR; ECONOMIC DEVELOPMENT; POVERTY; INDIANS; LABOR MOBILITY; INDUSTRIAL MOBILITY; MINORITIES; SOUTHERN U.S.

This project examined labor market characteristics of the rural South to determine the effects of these characteristics on human resource development in the South. The project attempted to conceptualize rural labor market operations and problems, focusing on the relationship between the dynamics of rural and urban markets and policies.

The project combined extensive field interviews with a detailed analysis of secondary data, including Census, EEOC, County Business Patterns, and Census of Manufactures.

The study found economic development heavily dependent upon human resource development. The activities which will further the development of human resources are: (1) Improvements in the quantity and quality of rural education, especially vocational-technical training, which should be financed on a national basis to compensate for the insufficient financial resources of rural areas; and (2) rural manpower programs which provide a better match between workers and jobs, such as the "start-up" training program, which closely coordinates industrial location and training. Workers in rural areas should also have wider access to more reliable labor market information and job training.

Rural areas suffer from low population density and limited training facilities. To overcome these difficulties, manpower programs should be allocated according to human resource needs. To compensate for the scarcity of rural manpower agencies, manpower services should be attached to existing farm, business and labor organizations and multicounty units of government.

The objective of rural development should be to provide people with more options and better information for potential employment in either a rural or urban setting. Rural areas should also support community development agencies that can have a positive impact on public policy.

PUBLIC FINANCE AND PUBLIC EMPLOYMENT IN THE RURAL SOUTH

R. Lynn Rittenhoure, Center for the Study of Human Resources
March 1974

Report Descriptors: RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; SOUTHERN U.S.; TAXES
MA COPIES LIMITED
Also available from the Center for the Study of Human Resources, University of Texas, Austin, Texas 78712.

RURAL WHITE POVERTY IN THE MID-SOUTH

Lewis H. Smith and Brian Rungeling, Center for Study of Human Resources
1973

Report Descriptors: RURAL AREAS; ETHNIC GROUPS; POVERTY; MID-SOUTH U.S.
MA COPIES LIMITED
Also available from the Center for the Study of Human Resources, University of Texas, Austin, Texas 78712.

HUMAN RESOURCE DEVELOPMENT IN THE RURAL SOUTH

Dr. F. Ray Marshall, ed.
1971

Report Descriptors: RURAL AREAS; SOUTHERN U.S.; LABOR MOBILITY; HUMAN RESOURCES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Texas 78712.

RURAL WORKERS IN RURAL LABOR MARKETS

Dr. F. Ray Marshall

Report Descriptors: RURAL AREAS; LABOR MOBILITY
Available from Olympus Publications, 937 East 9th, S. Salt Lake City, Utah.

RURAL INDUSTRIALIZATION AND SOUTHERN POVERTY IN THE 1960'S

Thomas Till
June 1972

Report Descriptors: RURAL AREAS; SOUTHERN U.S.; ECONOMIC DEVELOPMENT; POVERTY; LABOR MOBILITY; INDUSTRIAL MOBILITY
Available from the Center for the Study of Human Resources, University of Texas, Austin, Texas 78712.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ECONOMIC DEVELOPMENT, BLACK EMPLOYMENT AND BLACK MIGRATION IN THE NONMETROPOLITAN DEEP SOUTH

James L. Walker
1973

Report Descriptors: RURAL AREAS; ECONOMIC DEVELOPMENT; POVERTY; LABOR MOBILITY; BLACKS; MIGRATION; EMPLOYMENT OPPORTUNITIES; NONMETROPOLITAN AREAS; SOUTHERN U.S.
MA COPIES LIMITED
Also available from the Center for the Study of Human Resources, University of Texas, Austin, Texas 78712.

NATIVE AMERICANS IN RURAL AND URBAN POVERTY

Robert Weinstein
1973

Report Descriptors: POVERTY; INDIANS; RURAL AREAS; URBAN AREAS
MA COPIES LIMITED
Also available from the Center for the Study of Human Resources, University of Texas, Austin, Texas 78712.

4-028 Service Employment, Collective Bargaining, and the Low-Wage Labor Market

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Peter B. Doeringer, John F. Kennedy School of Government

Contract 81-23-70-08
Project completed fiscal year 1974

Descriptors: COLLECTIVE BARGAINING; SERVICE INDUSTRIES; LOW-WAGE INDUSTRIES; LOW INCOME; DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; GREAT BRITAIN; JAPAN; SWEDEN

This study tests the premise that instability of employment in the low-income labor markets reflects deficiencies in the employment function rather than in the training capabilities of individual job holders. The study also examines the relationship between collective bargaining and earnings, employment stability and other work experience of service workers.

Information germane to these objectives was collected from officers, staff, and files of the Service Employees International Union (SEIU) and employers. Information from the 1967 Survey of Economic Opportunity was analyzed to provide a basis for comparing effect of unionization and sex, race, and education on earnings in selected occupations.

Data were also collected based both on literature and personal experience concerning the impact of collective bargaining on earnings in industrialized countries, including Great Britain, Sweden, and Japan.

The study reported that unions affect the larger structure of the employment relationship but are not as strong in the service industries (the low-wage sector) as in other situations. Unionization does appear to contribute to reduction in voluntary job turnover. The comparisons of Great Britain, Sweden, and Japan with the United States suggest that different labor market systems yield patterns of labor market duality similar to those in the United States.

Two alternative strategies for dealing with low-wage industries are suggested: (1) To make the market more competitive by encouraging external mobility; and (2) to encourage internalization of the job market (e.g., enhance job security and economic advancement through measures to stabilize employment and provide promotion opportunities within enterprises).

EXPLORATIONS IN LOW PAY, COLLECTIVE BARGAINING, AND ECONOMIC MOBILITY

August 1973

NTIS PB223957/AS ($4.50 HC., $1.45 MF.)

4-029* Socioeconomic Determinants of Urban Poverty Area Workers' Labor Force Participation and Income

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. James R. Pinkerton, College of Administration and Public Affairs

Grant 21-29-74-12
Scheduled for completion fall 1974

Descriptors: AGE DIFFERENCES; FAMILIES; MOTIVATION; GHETTO RESIDENTS; URBAN PROBLEMS; LOW-WAGE JOBS; UNDEREMPLOYMENT; SERVICE DELIVERY SYSTEMS; MEN; LABOR MARKET BEHAVIOR; PREDICTION OF SUCCESS IN PROGRAMS; LABOR FORCE PARTICIPATION; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS; TEXAS, SAN ANTONIO

This project will focus on the socioeconomic characteristics of urban male workers, aged 16 to 64 who are living in low-income neighborhoods, in order to identify the various factors in ghetto life that combine and accumulate to cause individuals to perform poorly in the labor market or never to enter the labor market. New knowledge, based on comprehensive analyses of the characteristics of the poor and the totality of forces that made it possible for some workers to break out of poverty while others cannot, will help to guide policymakers in distinguishing those clients who would have success in manpower and other remedial programs as opposed to those who would exhibit failure characteristics. This would help determine appropriate manpower program approaches and improved methods of service delivery for various groups.

The study will employ two specific computerized techniques (Automatic Interaction Detector and Multiple Classification Analysis) to examine data in the 1970 Census Employment Survey (CES) and obtain predictive values on ghetto residents' labor force participation and income. CES poverty areas in Chicago, St. Louis, and San Antonio will be studied. Among the characteristics analyzed will be rural/urban background, race/ethnicity, education, age, education of wife, family income, and adequacy of housing.

4-030* A STUDY OF THE TEMPORARY HELP SERVICE SEGMENT OF THE CASUAL LABOR SYSTEM

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Dr. Charles C. Kim

Contract 42-11-73-06
Scheduled for completion summer 1974

Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; CASUAL LABORERS; JOB SEARCH; RECRUITMENT; HIRING PRACTICES; JOB PLACEMENT; LABOR FORCE PARTICIPATION; BLUE-COLLAR WORKERS; GEORGIA, ATLANTA; TEXAS, HOUSTON

The objective of this study is to find out if the temporary help industry provides a form of peripheral employment to male blue-collar workers who might not otherwise be able to obtain regular full-time jobs. The study will be conducted in Houston and Atlanta, which were selected because they have year round construction and manufacturing activity.

Information will be obtained from samples of temporary help agencies, customer firms, and their employees. Agencies will be asked about recruitment, screening, hiring and employment procedures, labor pool size, customer firm contacts, and the like. Customer firms will be asked for their opinions on the advantages and disadvantages of patronizing temporary help firms. Employees will be asked about jobseeking methods, work histories, work perceptions, skill levels, life styles, and barriers to full-time employment, and this information will be compared for workers not hired by temporary help agencies.

4-031* STUDY ON MANPOWER FOR THE COAL INDUSTRY, 1974-1980

LEO KRAMER, INC.
WASHINGTON, D.C.

Dr. Ewan Clague

Contract 20-11-74-17
Scheduled for completion summer 1974

Descriptors: MINING; MANPOWER NEEDS; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; SKILLED WORKERS; LABOR SUPPLY; MANPOWER PROJECTIONS

The objective of this project is to estimate the total manpower needs of the bituminous coal industry for the remaining years of this decade, with subsidiary estimates of the numbers of workers in the major skilled occupations.

The researcher is making estimates of the kinds and amount of labor which will be required. By using several alternative projections, he will cover likely developments that may occur in coal production during the remainder of the 1970's.

Projections will be made on: (1) Production; (2) productivity; (3) employment for underground and surface mines; (4) age distribution and retirement rates; and (5) calculations of annual manpower requirements for additional workers in the industry.

4-032* A SURVEY OF STATE AND LOCAL GOVERNMENT EMPLOYEE CHARACTERISTICS

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Dave Nikkel and Kenneth Anderson

Contract 82-11-72-29 (formerly 81-11-71-19)
Scheduled for completion winter 1975

Descriptors: LABOR MARKET INFORMATION; UPGRADING; STATE AND LOCAL GOVERNMENT; OCCUPATIONAL INFORMATION

The major purpose of this study is to provide information needed for training and upgrading workers to help State and local governments respond to rising demands for services and take advantage of Federal assistance for public service employment.

The project involves a two-stage mail sample survey to obtain data on selected characteristics of State and local employees in five States. Stage I is a mail survey of a representative sample of State agencies (excluding educational institutions) and local governments (excluding school districts and dependent school systems) in each of the five States, to obtain a random sample listing of employees' names and addresses. Stage II is a mail survey of the individuals reported in the sample listings to obtain data on race, sex, age, level of education, government function in which employed, income group, merit system coverage, years in present job, job mobility, and specialized training. By comparing employer and employee interview schedules for similar items for matched individuals, important methodological information about the quality of data on occupation and training will be obtained.

4-033* TOBACCO MECHANIZATION AND RESOURCE ADJUSTMENT IN THE TOBACCO INDUSTRY: A RESEARCH PROGRAM

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Dr. Dale Hoover, Department of Economics

Grant 21-37-73-25
Scheduled for completion spring 1975

Descriptors: TOBACCO; MECHANIZATION; LABOR SUPPLY; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; SOUTHEASTERN U.S.; INCOME; LONGITUDINAL SURVEYS

This study is investigating whether impending changes in flue-cured tobacco production and curing processes

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

threaten the labor force in tobacco-dependent areas of the southeastern United States with significant dislocation.

Data were collected in 1973 from a random sample of individuals and households in several counties in eastern North Carolina to estimate how dependent incomes are on tobacco harvesting and curing. The area will be resurveyed in the fall of 1974. Results are being compared with census and other secondary data in an analysis of the probable reactions of the labor force to forthcoming mechanization.

4-034 UNEMPLOYMENT IN THE URBAN CORE: AN ANALYSIS OF THIRTY CITIES WITH POLICY RECOMMENDATIONS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Contract 81-34-68-44
Project completed fiscal year 1972

Stanley L. Friedlander
1972

Report Descriptors: LABOR MARKET BEHAVIOR; MINORITIES; GHETTO RESIDENTS; URBAN PROBLEMS; MOONLIGHTING; HUSTLING; UNEMPLOYMENT; UNDEREMPLOYMENT; WORK ATTITUDES; MOTIVATION; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; YOUTH
Praeger Publishers, New York ($16.50).

4-035 UNEMPLOYMENT RATES AND EMPLOYMENT CHARACTERISTICS FOR SCIENTISTS AND ENGINEERS, 1971

NATIONAL SCIENCE FOUNDATION
WASHINGTON, D.C.

Contract 82-11-71-28
Project completed fiscal year 1972

Robert W. Cain
1971

Report Descriptors: UNEMPLOYMENT; SCIENTISTS; ENGINEERS; JOB LOSS
GPO NSF 72-307 ($1.75)
Additional highlights of survey results are contained in *Unemployment Rates for Engineers*, June-July 1971 (NSF 71-33) and *Unemployment Rates For Scientists*, Spring 1971 (NSF 71-26), available from National Science Foundation, Washington, D.C.

4-036* WELFARE DEPENDENCY AND LOW-INCOME LABOR MARKETS

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Micheal J. Boskin

Grant 51-06-73-06
Scheduled for completion fall 1974

Descriptors: WELFARE PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; WELFARE DEPENDENCY

The objectives of the study are to: (1) Provide information on the expected duration of welfare dependency by personal characteristics and wage and income expectations; (2) describe and explain turnover rates in the welfare population; (3) build a model of the determinants of the probability and duration of welfare dependency as a function of expected market wage rates, unemployment, nonwage income, family characteristics, basic welfare payment, and implicit tax on earnings; and (4) estimate the effect on welfare dependency of policies designed to alter the structure of low-income labor markets.

An analysis will be made of data on 1,000 randomly selected families over the 1965-1970 time period already in the files of the Office of Research of the California State Department of Welfare. The data set includes information on family status, race, sex, education, work experience, and income by source. Efforts will be made to assure that the data set is representative of the national population.

4C. EMPLOYER PRACTICES

4-037 AN ANALYTIC STUDY OF THE EFFECTS OF A HUMAN RESOURCE CENTER

AMERICAN TELEPHONE AND TELEGRAPH COMPANY
NEW YORK, N.Y.

Contract 82-36-71-02
Project completed fiscal year 1972

CHANGING WORKER BEHAVIOR

Dr. Tore Tjersland, Colorado State University
1972

Report Descriptors: JOB PERFORMANCE; JOB SATISFACTION; TELEPHONE INDUSTRY; ABSENTEEISM; UPGRADING; HANDBOOKS

NTIS PB221074
Also available from Robinson-Warfield Company, Fort Collins, Colo. 80521.

ORGANIZATIONAL CHANGE: THE HUMAN RESOURCE CENTER

Dr. Tore Tjersland and William G. Weissert
1972

Report Descriptors: TELEPHONE INDUSTRY; INDUSTRY PRACTICES; TRAINING CENTERS; ORGANIZATIONAL ENVIRONMENT; HANDBOOKS

NTIS PB221075
Also available from Robinson-Warfield Company, Fort Collins, Colo. 80521.

4-038 CAREER OPPORTUNITIES DEVELOPMENT PROGRAM

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Richard A. Bernheimer

Contract 82-05-70-28
Project completed fiscal year 1974

Descriptors: UPGRADING; CIVIL SERVICE SYSTEM; GOVERNMENT WORK; PUBLIC SERVICE CAREERS; CAREER OPPORTUNITIES DEVELOPMENT PROGRAM; WELFARE RECIPIENTS; CALIFORNIA STATE PERSONNEL BOARD

The project explored the feasibility of modifying Statewide personnel management practices and employment systems of the California State government as a means of creating new permanent occupation patterns, organizational structures, and personnel processes required to enhance entry level employment and job progression opportunities for disadvantaged worker groups in California State government work. A further aim of the project was to assess the potential for having personnel reforms achieved by the California State government adopted by city and county governments in California as well as by State and local governments outside of California.

The project was integrated with a Public Service Career program conducted by the California State Personnel Board to provide flexibility and augmentation required by a learn-by-doing project in which progress was achieved through a demonstration of trial and error processing. Within line operating departments of the State, departmental Career Opportunities Development (COD) consultation with the central office caused modification of the department's personnel practices and policies and restructured position classifications and career ladders to increase their capacity to hire disadvantaged persons and meet their EEO responsibilities.

The project has been successful in providing increased employment opportunities for persons who would not otherwise have been hired in State government. The program has been able to establish a job structure through which disadvantaged and minority employees can advance into regular entry and journeyman jobs. However, educational and examination requirements for promotion make advancement difficult. The departmental COD coordinator is a key figure in the success of the program and is necessary to provide the continuous monitoring of the use of COD procedures and methods and thereby assure COD employees' transition to permanent appointment.

Project findings have applicability to State and Federal personnel procurement programs and will assist them in achieving EEO and affirmative action program goals.

CAREER OPPORTUNITIES DEVELOPMENT PROGRAM REPORT
September 1973

4-039 CHANGING SCHEDULES OF WORK: PATTERNS AND IMPLICATIONS

AMERICAN INSTITUTES FOR RESEARCH
SILVER SPRING, MD.

Contract 81-11-72-11
Project completed fiscal year 1973

Albert S. Glickman and Zenia H. Brown
February 1973

Report Descriptors: JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK SCHEDULES; LIFE STYLES; PERSONNEL ADMINISTRATION; LEISURE; WORK ATTITUDES; INSTITUTIONAL CHANGE; ADJUSTMENT; STATE-OF-THE-ART PAPERS

NTIS PB219117 ($5.45)
ERIC ed 079479.

4-040 EMPLOYER TAX CREDIT AND THE EMPLOYMENT OF WIN REGISTRANTS

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Dr. George Seltzer

Grant 42-27-73-07
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE PROGRAM (WIN); EMPLOYER MANPOWER PLANNING; HIRING PRACTICES; JOB PLACEMENT

This study is designed to determine the impact and extent of usage of the recently enacted WIN II tax credit legislation.

A survey of employers will be conducted who have utilized the tax credit as a consequence of hiring WIN participants. A total sample of tax credit employers in 18 selected States will be surveyed. Data collected will include employers' understanding of the tax credit, numbers of participants hired, wage rates, occupations involved, employer and employee characteristics, and employer experiences with hirees. A control group of employers in the same States who have not made use of the tax credit, also will be surveyed to determine the reasons for their nonuse. Finally, a small sample of business tax preparers and labor market intermediaries (accountants, comptrollers, employment service managers) will be surveyed to determine the awareness and extent of knowledge concerning the tax credit.

4-041* EMPLOYMENT OF HANDICAPPED IN STATE CIVIL SERVICE

STATE OF WISCONSIN—DEPARTMENT OF ADMINISTRATION
MADISON, WIS.

David Pedro and Carol Lobes

Grant 21-55-74-30
Scheduled for completion spring 1976

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

The project is designed to develop, test, and demonstrate the implementation and operation of a sheltered work situation in a State civil service system where the less severely mentally and emotionally handicapped people will be rehabilitated through training and employment in a specific job. This would allow their absorption in a regular work setting in the State civil service system, receiving the same wages and privileges as the nonhandicapped. Steps will be taken by the grantee to stabilize and make permanent these procedures and methods in the State system and provide a model for replication by other State and Federal agencies.

The grantee will arrange with other State agencies to conduct the project and will use the hire first/train later concept. As the clients develop skills in the job trained for, they will continue to work for the same agency or will be filtered out to similar jobs with other State agencies. All participants will be hired as permanent employees, classified as trainees, paid at the minimum wage during the trainee period, and eventually transferred to the classification and wages for which trained. A commitment would be required from participating agencies to provide permanent positions for the individual at the end of the training period.

4-042 FEASIBILITY STUDY FOR RESEARCH ON PUBLIC UTILITY INTERNAL LABOR MARKET

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 92-42-72-34
Project completed fiscal year 1973

Dr. Myron L. Joseph
January 1973

Report Descriptors: PUBLIC UTILITIES; INTERNAL LABOR MARKET; UPGRADING; FEASIBILITY STUDY; INDUSTRY PRACTICES; LITERATURE REVIEW

4-043* INTERNAL AND EXTERNAL LABOR MARKETS: AN ANALYSIS OF MANPOWER UTILIZATION

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Dr. Bradley R. Schiller, Department of Economics

Grant 21-24-74-26
Scheduled for completion winter 1975

Descriptors: INTERFIRM MOBILITY; INTERNAL LABOR MARKET; RETIREMENT; OLDER WORKERS; PENSIONS; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); INDUSTRIAL MOBILITY

The objectives of this study are to examine the impact of pension plans of the Nation's largest employers on interfirm and interindustry mobility.

The study will also look at mobility patterns of older workers and the mobility patterns and wages of JOBS and institutional MDTA graduates.

Data sources will be the Social Security Administration's Continuous Work History Sample (CWHS) files, as well as data prepared by the Labor Department's Labor-Management Services Administration and Bureau of Labor Statistics.

4-044* A LONGITUDINAL STUDY OF EMPLOYEE PARTICIPATION IN JOB STRUCTURING

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-16
Scheduled for completion fall 1974

Descriptors: MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; LONGITUDINAL SURVEYS; QUALITY OF EMPLOYMENT; LIFE STYLES; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; JOB STRUCTURE; ABSENTEEISM

This study will examine the consequences of behavioral science interventions intended to improve the quality of work at a newly opened medical supply manufacturing plant. The interventions, provided under another grant to the Human Interaction Research Institute, will be focused around employee participation in determination of job structure and work environment.

The level of work satisfaction, productivity, absenteeism, and other indicators of the quality of work will be compared with data at another plant manufacturing the same products. Changes during the study will also be examined. Furthermore, the study will examine the adaptation of workers to the work environment and the impact of participative decisionmaking on employee community roles and orientation toward life.

4-045* PILOT MANPOWER TRAINING ADVISORY SERVICE FOR EMPLOYERS

UTAH STATE UNIVERSITY
LOGAN, UTAH

Dr. Gary B. Hansen

Grant 92-49-72-24
Scheduled for completion summer 1975

Descriptors: COST EFFECTIVENESS; PRODUCTIVITY; ATTITUDES; ORGANIZATIONAL STRUCTURE; INTERNAL LABOR MARKET; EMPLOYER MANPOWER PLANNING; JOB PERFORMANCE; UPGRADING; EMPLOYER SERVICES; UTAH

The work undertaken in this project is part of an overall R&D effort to see whether the position of the employed workforce can be enhanced by stimulating employer application of better manpower development and utilization practices. Specifically, this project has been exploring the question of whether employers perceive a need for and will pay for diagnostic and advisory manpower management assistance from a small staff under the auspices of a university.

During the first year, the grantee set up a broad-based advisory council whose function was to aid the project in acquiring initial legitimacy and acceptance within the employer community. It also established working relationships with approximately 20 small and medium-sized firms, representing a variety of industrial/occupational characteristics.

During the second year, the grantee analyzed various manpower management practices and provided free advice on ways of improving them; tested and refined selection criteria for distinguishing among those types of firms and manpower management problems which represent targets that are appropriate and can be generalized targets for such a delivery mechanism; and designed evaluation instruments for measuring the impact of project interventions upon the respective workforces of employer clients.

During the final year of work, the grantee will seek to determine the value of project services as reflected in the willingness of employers to pay for such services.

4-046 SERVICES AT THE WORKPLACE: AN ANALYSIS OF EXPERIENCE AND AN ASSESSMENT OF FEASIBILITY

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Dr. Samuel Z. Klausner

Grant 21-42-73-07
Project completed fiscal year 1974

Descriptors: WORK ENVIRONMENT; ATTITUDES; LEISURE; ALIENATION; ORGANIZATIONAL ENVIRONMENT; WORK ETHIC; SERVICES TO WORKERS; JOB SATISFACTION

From the perspective of society, services available to workers at or through their places of employment represent a link between work and other social institutions. Starting from this perspective, the objectives of the project were: (1) To examine the history of and perceived rationale for those services which are normally provided at or through various worksites; and (2) to examine how the technical and organizational contexts of different worksites may determine the need for and the feasibility of specific services for different worker constituencies.

The grantee surveyed the literature on workplace services in the United States and in other selected countries, and conducted intensive case studies of services in four types of work settings. Social and economic data on worker characteristics and needs and on workplace services in a number of worksites were analyzed to assess the benefits of workplace services to the worker, the employer, and the community.

THE WORKPLACE REACHES OUT

VOL. 1

Samuel Z. Klausner, Robert H. Edelstein, and William Gomberg
January 1974

Report Descriptors: FRINGE BENEFITS; INDUSTRIAL MANAGEMENT; JOB SATISFACTION; CHILD DAY CARE; HEALTH; ECONOMIC ANALYSIS AND ECONOMETRICS; PENNSYLVANIA, DELAWARE VALLEY; LITERATURE REVIEW

NTIS PB236186/AS ($7.25 HC.)
MA

VOL. 2

Dr. Samuel Z. Klausner, Dr. Robert H. Edelstein, and Dr. William Gomberg
January 1974

Report Descriptors: METHODOLOGY; JOB SATISFACTION; PENNSYLVANIA, DELAWARE VALLEY; BIBLIOGRAPHIES; LITERATURE REVIEW

NTIS PB236187/AS ($6 HC.)
MA

4-047 A STUDY OF PRIVATE PENSION PLAN PROVISIONS GIVING RISE TO INVOLUNTARY RETIREMENTS

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Emerson Beier, Division of General Compensation Structures

Contract 81-11-71-16
Project completed fiscal year 1974

Descriptors: PENSIONS; RETIREMENT; INDUSTRY PRACTICES; OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; LABOR FORCE PARTICIPATION; TRANSITION FROM WORK TO RETIREMENT; WELFARE AND PENSION PLANS DISCLOSURE ACT

This two-phase study of the extent and nature of private pension plan provisions giving rise to involuntary retirement, was undertaken in response to the requirement in Section 5 of the Age Discrimination in Employment Act of 1967.

The first phase, consisting of a broad analysis of private pension plan provisions in 1967 and 1971 under which older workers may be forced to retire, has been completed.

The second phase determined the feasibility of a larger study to explore the perceptions of workers who retired under these provisions and the impact of these provisions on them.

In the first phase, the BLS analyzed data under the Welfare and Pension Plans Disclosure Act covering 21 million workers, most of them in private pension plans. Issues studied included mandatory retirement, early retirement, limits on crediting service after retirement, coverage extended to older workers, and benefits to older workers seeking postretirement jobs. In the second phase, a pilot survey was made of recently retired workers from lists voluntarily supplied by employers.

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

The first phase found that the Age Discrimination in Employment Act apparently did not discourage the invoking of pension provisions restricting employment opportunities for older workers. Thus, retirement provisions may continue to force older workers out of the labor force or restrict their postretirement employment opportunities. The second phase found that it is often not feasible to obtain recent retiree lists from employers to study involuntary retirement because of possible legal complications, and because the recordkeeping systems of some employers do not enable ready retrieval of data.

PENSION PROVISIONS AFFECTING THE EMPLOYMENT OF OLDER WORKERS

Harry E. Davis
April 1973
Monthly Labor Review, April, 1973, pp. 41-45.

4-048* Study of Public Utility Internal Labor Market

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Myron L. Joseph

Grant 21-42-73-43
Scheduled for completion fall 1974

Descriptors: INTERNAL LABOR MARKET; LABOR MARKET INFORMATION; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; MINORITIES; RECRUITMENT

This project—the outgrowth of a feasibility study (Grant 92-42-72-34)—examines: (1) The effects of the employment policies of a public utility on the composition and advancement of different groups in its work force; and (2) the firm's recruiting practices and its internal labor market.

Data for the study come from: (1) Interviews with company personnel and industrial relations officials; and (2) the files of job applicants and the records of the personnel, payroll, and industrial relations sections.

4-049 Supplemental Uses of the Workplace

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Hans B. C. Spiegel, Urban Research Center

Grant 21-36-73-08
Project completed fiscal year 1974

Descriptors: EMPLOYER ATTITUDES; WORK ENVIRONMENT; WORKING CONDITIONS; WORK ATTITUDES; SERVICES TO WORKERS; LABOR-MANAGEMENT CONSORTIA; WORKER PARTICIPATION IN MANAGEMENT; COLLECTIVE BARGAINING; COOPERATIVES; WORK ETHIC; MEANING OF WORK; UNION ATTITUDES; FRINGE BENEFITS; JOB SATISFACTION; WORK SCHEDULES; UNION MANPOWER PRACTICES; SERVICES TO WORKERS

Industry has begun to feel the pressures and to sense its potential capacity for responding to the needs of its employees in their roles as parents, consumers, community citizens, and private individuals. The objectives of this study were: (1) To determine the existence of and examine the attitudes about services currently provided through selective places of employment; (2) to assess the prevalence of such services and measure their impact upon personal, family, and community needs, work satisfaction, and work performance; and (3) to recommend other services that lend themselves to delivery at, or through, the workplace.

Field interviews with employers, employees, and union and community officials were conducted in 23 locations. A total of 615 different instances of specific services were recorded. The services were then classified into eight categories such as recreation and entertainment, community service, individual and family assistance, and education. Services were also examined in terms of whether they offered individual private benefits to workers, collective benefits to groups of workers, and/or social benefits to the community.

The project concluded that the workplace is in fact a valuable but presently underutilized resource for the discharge of nonwork-related services. While all 23 workplaces provided at least minimum services (bulletin boards, food dispensers, public telephone) there was a wide discrepancy in the variety and the nature of the services provided. Further, the incidence of service provision appeared higher in nonunion workplaces than in unionized work settings; it appeared lower in the smaller workplaces and particularly low in the governmental units examined.

Key among the numerous recommendations made by the project is the element of employee participation in the planning and conduct of carefully designed and adequately-funded programs of service delivered at or through the workplace. Specific recommendations concern, for example, the need to: (1) Investigate those services and benefits that have been included in collective bargaining agreements and the processes involved in the negotiations; (2) establish, on a demonstration basis, employee-controlled multiservice cooperatives; and (3) establish, on an experimental basis, a variety of educational consortia, possibly within the framework of an employees' service cooperative.

NOT FOR WORK ALONE: SERVICES AT THE WORKPLACE

February 1974

NTIS PB231307/AS ($5.75 HC., $1.45 MF.)
Also available from Urban Research Center, Hunter College of the City University of New York, 790 Madison Ave., New York, N.Y. 10021.

4-050* SURVEY OF TRAINING IN INDUSTRY

BUREAU OF LABOR STATISTICS

Neal H. Rosenthal

Contract 20-11-74-16 (formerly 81-09-70-19)
Scheduled for completion summer 1976

Descriptors: UPGRADING; PRIVATE INDUSTRY; METALWORKING INDUSTRY; ON-THE-JOB TRAINING (OJT)

In this survey, BLS will attempt to collect data on enrollments and completions of entry level and upgrading training in the private sector. The project builds on a recently completed pilot study which concluded that data on employer-sponsored training can be successfully collected in a mail survey.

Selected metalworking industries will be surveyed to collect information on: (1) Length of training period; (2) reasons industry conducts occupational training; (3) how employees are selected for training; (4) job skills taught; and (5) for firms not engaged in training activity, reasons establishments did not train their workforce. Approximately 5,000 firms, selected from the files of the State unemployment insurance agencies, will be included in the survey.

4-051 TRAINING AND SKILL ACQUISITION: A PILOT CASE STUDY

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 81-55-71-04
Project completed fiscal year 1972

Dr. Gerald G. Somers and Dr. Myron Roomkin
July 1972

Report Descriptors: ON-THE-JOB TRAINING (OJT); INDUSTRY PRACTICES; UPGRADING; APPRENTICESHIP; CRAFTSMEN; PILOT STUDY

NTIS PB220155

4-052* WAGE VERSUS JOB COMPETITION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Lester C. Thurow, Alfred P. Sloan School of Management

Grant 21-25-73-36
Scheduled for completion fall 1974

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN RESOURCE DEVELOPMENT POLICY; HIRING PRACTICES; RETURNS ON EDUCATIONAL INVESTMENT; ON-THE-JOB TRAINING (OJT)

The investigator argues that, in addition to wage competition, the economy is characterized by job competition in which workers' background characteristics are used by employers to select workers and to predict potential success on the job and extent of training needed. He is examining data from the Current Population Surveys and the census to determine how different types of education and manpower training programs affect the distribution of earnings in areas characterized by job competition.

4D. WORKER ATTITUDES

4-053* EFFECTIVENESS IN WORK ROLES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Stanley E. Seashore and Dr. Robert P. Quinn, Institute of Social Research

Grant 92-26-72-35
Scheduled for completion fall 1975

Descriptors: ORGANIZATIONAL ENVIRONMENT; LIFE STYLES; WORK ROLES; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS

This study is investigating the relationships between working conditions and measures of effectiveness in the performance of work roles as viewed from the perspective of the employee, the employer, and society. The study will develop improved models and operational procedures for measuring working conditions, investigate some of the personal and situational characteristics that limit the association between working conditions and effectiveness, and compare alternative measurement techniques. The second longitudinal phase will examine the cause-effect relationship between working conditions and worker attitudes, performance, absenteeism, turnover, and community involvements.

Interviews and observations have been completed for 651 employees in five different employing organizations. Data are obtained through direct observation, employee interviews, and supervisor interviews. The second phase will collect similar data on 300 of the same workers about 19 months subsequent to the original data collection.

The attempt to use observational techniques to assess working conditions proved to be successful for some dimensions and promises to be an attractive complement to interviewing. The Quality of Employment Indicator, developed in another study to measure working conditions, is a strong predictor of job satisfaction but varies in its ability to predict 10 other criteria of effectiveness such as work-related illness, turnover, performance, self-esteem, and life satisfaction.

JOB SATISFACTION: IS THERE A TREND?

Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough
1974

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; LITERATURE REVIEW
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 30 ($.95)

4-054* EMPLOYEE PARTICIPATION IN PAY PLAN DEVELOPMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-13
Scheduled for completion fall 1974

Descriptors: WORK INCENTIVES; JOB RETENTION; JOB SATISFACTION; WORK ATTITUDES; WAGES; INCENTIVES; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

This experimental and demonstration study is investigating the effects of having the employees decide upon the method and amount of compensation.

The study is being undertaken in a small, four-division, manufacturing firm. Measures of production, job satisfaction, absenteeism, and turnover will be investigated before and after installation of the payment plan. (Initial plans to have control groups were abandoned after all divisions expressed a desire to participate.)

Employees have responded favorably to the opportunity to establish their own compensation system and have also undertaken to set their own rates and develop an incentive plan.

4-055 ORGANIZATIONAL EXPERIENCES AND THEIR EFFECTS ON THE ATTITUDES OF EMPLOYEES, INCLUDING THE DISADVANTAGED

AMERICAN JEWISH COMMITTEE
NEW YORK, N.Y.

Dr. Jules Cohn, Institute of Human Relations

Grant 92-36-72-23
Project completed fiscal year 1974

Descriptors: ORGANIZATIONAL ENVIRONMENT; JOB SATISFACTION; WORK ATTITUDES; STATE-OF-THE-ART PAPERS; MOTIVATION; MEANING OF WORK; LIFE STYLES; ETHNIC GROUPS; MINORITIES

The purpose of this study was to pull together the available information on the attitudes of employees, including the disadvantaged, toward work. After reviewing the available literature, a state-of-the-art paper was produced which synthesized and analyzed the knowledge and findings of R&D work that had focused on the meaning of work, the motivation for work, the relationships between life style and work, and between racial-ethnic groups and work.

THE EFFECTS OF ORGANIZATIONAL EXPERIENCES ON EMPLOYEE ATTITUDES TOWARD WORK: A REVIEW OF RECENT R&D SPONSORED RESEARCH
April 1974

NTIS PB231047/AS ($7.50 HC., $1.45 MF.)

4-056* REFINEMENT AND VALIDATION OF AN INSTRUMENT FOR DIAGNOSING JOBS AND THEIR EFFECTS ON EMPLOYEES

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. J. Richard Hackman, Department of Administrative Sciences

Grant 21-09-74-14
Scheduled for completion fall 1974

Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; JOB RESTRUCTURING; TESTING; WORK ATTITUDES; MEANING OF WORK; JOB ENRICHMENT

This study continues the development of measurement instruments which can be used to test hypotheses about the effects of job enrichment on employee attitudes and to assess the effectiveness of the impact of various strategies for improving the quality of employment. The measures will assess both the characteristics of the job and individual differences among workers concerning the particular work elements they find rewarding.

Traditional test development procedures will be used to establish reliability and validity. A user's manual is to be developed. Work redesign interventions at two or more organizations will provide an opportunity to demonstrate the practical uses of the instruments and to provide information about the consequences of various work redesign strategies.

4-057 RESEARCH, INTERVENTION, AND EXPERIENCE IN ENHANCING THE QUALITY OF WORK LIFE

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Dr. Louis E. Davis, Graduate School of Management

Contract 81-06-72-09
Project completed fiscal year 1974

Descriptors: JOB STRUCTURE; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; LIFE STYLES; ASPIRATIONS; ORGANIZATIONAL STRUCTURE

THE QUALITY OF WORKING LIFE, AN ANNOTATED BIBLIOGRAPHY

James C. Taylor with J. Landy, M. Levine, and D. R. Kamath
1973

NTIS PB218380 ($6)
Also available from Quality of Working Life Program, Graduate School of Management, University of California, Los Angeles, Los Angeles, Calif. 90024 ($5.50).

CONCEPTS AND PROBLEMS IN STUDIES OF THE QUALITY OF WORKING LIFE

James C. Taylor
December 1973

NTIS PB229908/AS ($3.75 HC., $1.45 MF.)
MA

4-058 A STUDY OF BLACK MALE PROFESSIONALS IN INDUSTRY

RECRUITING MANAGEMENT CONSULTANTS, INC.
NEW YORK, N.Y.

Contract 81-36-71-07
Project completed fiscal year 1973

Evelyn S. Freeman
March 1973

Report Descriptors: BLACKS; MEN; PROFESSIONALS; PRIVATE INDUSTRY; INDUSTRY PRACTICES; UPGRADING; JOB SATISFACTION; OCCUPATIONAL MOBILITY; WORK ATTITUDES; LITERATURE REVIEW

NTIS PB218832 ($6)
MA

A STUDY OF BLACK MALE PROFESSIONALS IN INDUSTRY—MANPOWER RESEARCH MONOGRAPH NO. 26

Dr. Theresa R. Shapiro
January 1973

Report Descriptors: BLACKS; MEN; PROFESSIONALS; PRIVATE INDUSTRY; INDUSTRY PRACTICES; UPGRADING; JOB SATISFACTION; OCCUPATIONAL MOBILITY; WORK ATTITUDES; SOUTHERN U.S.
GPO ($.65)

4-059 THE WORK ATTITUDES AND EARLY OCCUPATIONAL EXPERIENCE OF YOUNG MEN—ANALYSIS BASED ON A FOUR YEAR LONGITUDINAL STUDY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Jerald G. Bachman and Jerome Johnston, Survey Research Center

Contract 81-26-72-05
Project completed fiscal year 1974

Descriptors: WORK ATTITUDES; ATTAINMENT; JOB SATISFACTION; LONGITUDINAL SURVEYS; TRANSITION FROM SCHOOL TO WORK; YOUNG MEN; LABOR FORCE BEHAVIOR; YOUTH IN TRANSITION PROJECT; ATTITUDES; LABOR MARKET BEHAVIOR

This study attempted to relate changing work attitudes and experience of young males to success and failure upon entry into the job market.

This is a longitudinal study involving four interviews over 4 years with 1,566 males of the high school class of 1969. Family background, intelligence, school experience, work experience, attitudes, and aspirations were related to subsequent success and failure in the job market for those who entered the job market within 1 year of their class graduation date.

Desire for job challenge generally increased during high school and was highest for those who went to college. Concern for security and pay declined for those who went to college. For those employed, intelligence test scores, family status, and living in an urban area were positively associated with the status of the job they attained.

THE TRANSITION FROM HIGH SCHOOL TO WORK: THE WORK ATTITUDES AND EARLY OCCUPATIONAL EXPERIENCE OF YOUNG MEN

November 1973

NTIS PB225938/AS ($4.75 HC., $1.45 MF.)
MA

4-060 WORKERS' BUREAUCRATIC PREDISPOSITIONS AND JOB REQUIREMENTS

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Contract 81-34-70-04
Project completed fiscal year 1973

Amitai Etzioni, Sally Hillsman Baker, Richard A. Hansen, and Marvin Sontag
October 1972

Report Descriptors: BUREAUCRACY; ORGANIZATIONAL STRUCTURE; WORK ETHIC; ADJUSTMENT; TESTING; OCCUPATIONAL CHOICE; LOW INCOME; WORK ATTITUDES; JOB SATISFACTION

NTIS PB220828 ($8.75)
ERIC ed 075677.

4-061* YOUTH AND THE MEANING OF WORK

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.
AND
UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. David Gottlieb, Sociology Department, University of Houston

Contract 81-11-72-04
Scheduled for completion summer 1974

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: COLLEGE GRADUATES; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; JOB SATISFACTION; VOCATIONAL GUIDANCE; JOB SEARCH; EDUCATION EFFECT ON CAREER PATTERNS; LIFE STYLES; LABOR FORCE BEHAVIOR

This project is a followup of college seniors after graduation to ascertain changes in their attitudes and perceptions about work. It will examine the relationship between their earlier expectations and their current work or school status to identify those in-college variables which appear to be most predictive of post-college career-related behavior.

A sample of 1,860 college seniors in five Pennsylvania colleges were resurveyed a year after graduation. Data-collecting emphasis was on information about what happens when recent graduates approach and deal with the realities of the current labor market in primarily professional fields. Items concerning jobseeking, intensity of jobseeking, fit between job obtained and field of study, duration of job search and unemployment, salary, and job satisfaction were included. Changes in career and life style attitudes, expectations, and aspirations will be assessed.

INSTITUTE FOR THE STUDY OF HUMAN DEVELOPMENT, CENTER FOR YOUTH STUDIES AND SOCIAL POLICY, REPORT NO. 3
February 1973

NTIS PB217360 ($6)
MA
GPO MANPOWER R&D MONOGRAPH NO. 32, 1974 ($.75)

5. MANPOWER, ECONOMIC, AND SOCIAL POLICIES

5-001* ASSESSING THE IMPACT OF HUMAN RESOURCES DEVELOPMENT POLICIES ON GEOGRAPHIC MOBILITY

THE RAND CORPORATION
SANTA MONICA, CALIF.

Dr. Julie DaVanzo

Grant 21-06-73-50
Scheduled for completion spring 1975

Descriptors: NATIONAL LONGITUDINAL SURVEYS; GEOGRAPHIC MOBILITY; IN-MIGRANTS; FAMILIES; HUMAN RESOURCE DEVELOPMENT POLICY

This project will assess the effects of alternative human resource development policies on the volume, direction, and demographic composition of U.S. interregional migration flows. From the study, a determination concerning new human resource migration policies will be made.

The project will depart from previous research by studying migration patterns of families rather than of individuals and will utilize data from two sources: (1) The University of Michigan Income Dynamics Panel; and (2) the Ohio State National Longitudinal Surveys.

5-002 EFFECTS OF MILITARY EXPERIENCE ON PROJECT 100,000 MEN

U.S. DEPARTMENT OF DEFENSE
WASHINGTON, D.C.

William E. Beusse, Manpower Development Division, Air Force Human Resources Laboratory, Air Force Systems Command

Contract 81-09-69-23
Project completed fiscal year 1974

Descriptors: MANPOWER UTILIZATION; GOVERNMENT PROGRAM IMPACT ON MANPOWER; LABOR FORCE BEHAVIOR; TRANSFERABILITY OF SKILLS; TRANSITION TO WORK; ARMED FORCES; DISADVANTAGED; VETERANS; YOUNG MEN; LONGITUDINAL SURVEYS; MENTAL ABILITY

This study is examining the impact of military service on young men accepted under the lowered mental test standards which applied in Project 100,000.

Information on the experience, including training in the military and in postmilitary life, of these so-called New Standards men will be compared with data collected from a control group of men disqualified for service on mental test grounds. The study is designed to yield information that will be useful in assessing military manpower procurement policies as well as the civilian carryover of military training. The Veterans Administration is also providing support for the project.

5-003* THE EMPLOYMENT IMPACT OF MULTINATIONAL CORPORATIONS

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK CITY, N.Y.

Alan L. Madian

Grant 92-36-72-28
Scheduled for completion summer 1974

Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT OPPORTUNITIES; STATE-OF-THE-ART PAPERS; UNEMPLOYMENT; TRADE ADJUSTMENT ASSISTANCE

This is a state-of-the-art study designed to summarize available information and sources of more information on the U.S. employment impact of multinational corporations and international trade.

The research method has included: (1) Reviewing available econometric models and data sources of potential use in assessing the effect of multinational companies on domestic employment; (2) preparing an analysis of the empirical findings and theoretical issues which characterize studies of the employment impact of foreign direct investment activities; and (3) providing summaries of some of the principal studies and reports.

Besides providing detailed background information on the state of the art, statistical analyses by IPA revealed two major findings: (1) The industries in which foreign employment was greatest as a proportion of domestic employment were those that were experiencing the greatest domestic growth; and (2) nonmultinational manufacturing firms appear to have a far better record of import generation than they are credited with by the Tariff Commission study.

IPA recommends further research in areas such as: (1) Developing appropriate models to provide more precise estimates of the impact of foreign direct investments on U.S. employment in both qualitative and quantitative terms; (2) distinguishing cyclical effects from those resulting from multinational corporations' activities; and (3) testing to see whether relationships have changed in the postdevaluation period.

Reports listed below are available from the Institute of Public Administration, 55 West 44th St., New York, N.Y. 10036.

September 1974

A SURVEY OF POTENTIALLY USEFUL DATA SOURCES FOR ASSESSING MANPOWER IMPACTS OF THE OPERATIONS OF MULTINATIONAL CORPORATIONS

Hanan Tell
August 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR MARKET INFORMATION; INTERNATIONAL MANPOWER;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; DATA SOURCES AND USE

A SURVEY OF ECONOMETRIC MODELS OF POTENTIAL USE IN ASSESSING MANPOWER IMPACTS OF MULTINATIONAL COMPANY OPERATIONS

Edwin S. Bernstein
August 1974

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LITERATURE REVIEW

5-004 THE HEALTH-IMPAIRED COAL MINER UNDER THE BLACK LUNG LEGISLATION

LEO KRAMER, INC.
WASHINGTON, D.C.

Contract 82-11-71-32
Project completed fiscal year 1973

Dr. Ewan Clague, Balraj Palli, and Harriette Dorosin
March 1973

Report Descriptors: REHABILITATION; BLACK LUNG BENEFITS ACT (1972); MINING; WORKMEN'S COMPENSATION LAWS

NTIS PB214542 ($6)
ERIC ed 074380; Praeger Publishers, New York, ($13.50).

5-005* IMPACT OF COURT CASES AND OUT-OF-COURT SETTLEMENTS ON MINORITY EMPLOYMENT

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-03
Scheduled for completion summer 1974

Descriptors: MINORITIES; DISCRIMINATION; COURT CASES; HIRING PRACTICES; UNION ENTRY; UPGRADING; RECRUITMENT; INDUSTRY PRACTICES; SENIORITY SYSTEMS; UNION MANPOWER PRACTICES

This study assesses the effectiveness of selected court cases and out-of-court settlements on overcoming employment discrimination against minorities. Cases in various industries are selected by issue, with four or five cases per issue. The issues include: (1) Hiring and union entry; (2) upgrading and seniority systems; (3) job referral procedures; and (4) conditions of employment.

In examining the impact of the decisions, the grantee is considering the direct impact on the individual company affected, the indirect impact on other employers within the industry, and the indirect impact on employers in other industries. Questions such as the following are considered: What has been the impact in terms of income, employment, and changes in institutions such as hiring and promotion systems? Did the case cause basic institutional change or was the effect only of a one shot nature? What are the effects of various techniques, including injunctions, fines, and trusteeships?

The main source of information is personal interviews with the parties involved in the cases and there will also be a thorough literature search.

5-006* THE MANPOWER IMPACT OF GOVERNMENT PROGRAMS AND POLICIES

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Ronald E. Kutscher, Division of Economic Growth

Grant 81-11-72-16 (formerly 81-11-71-11)
Scheduled for completion spring 1974

Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS

This study seeks to develop a system for measuring the manpower consequences of proposed changes in major Federal programs and policies. The study will delineate industry and occupations to identify potential problem areas. A manpower conversion fact book will be developed to measure the manpower impact of specific government programs in both public and private sectors of the economy. The fact book will provide the basis for converting expenditures for various types of programs into employment requirements.

The project will utilize the input-output and industry-occupation matrices to develop total employment and occupational requirements by industry associated with government expenditure. These data will be incorporated in several program studies, as well as in instructions in the conversion handbook. In addition, the expected supply of labor as well as demand for labor will be examined in at least one major program.

5-007 MANPOWER IMPLICATIONS OF NEW LEGISLATION AND NEW FEDERAL PROGRAMS

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Contract 81-09-70-16
Project completed fiscal year 1972

REPORT NO. 1, THE FAMILY ASSISTANCE PLAN: ITS IMPACT UPON THE STATE EMPLOYMENT SERVICE

Morris Cobern
October 1970

Report Descriptors: FAMILY ASSISTANCE PLAN; PUBLIC EMPLOYMENT SERVICE; POVERTY; LOW INCOME; LOW-WAGE JOBS

NTIS PB197366

REPORT NO. 2, MANPOWER NEEDS IN STATE AND LOCAL PUBLIC SAFETY ACTIVITIES: THE IMPACT OF FEDERAL PROGRAMS

Morris Cobern
April 1971

Report Descriptors: STATE AND LOCAL GOVERNMENT; PUBLIC SAFETY; IMPACT OF MANPOWER POLICIES; MANPOWER NEEDS; GOVERNMENT PROGRAM IMPACT ON MANPOWER

NTIS PB206876

REPORT NO. 3, UTILIZING PERSONS WITH ENGINEERING BACKGROUNDS IN THE HEALTH RELATED INDUSTRIES

Leonard A. Lecht and Morris Cobern
February 1972

Report Descriptors: ENGINEERS; HEALTH MANPOWER; MANPOWER NEEDS; HUMAN RESOURCES; MANPOWER UTILIZATION; TRANSFERABILITY OF SKILLS

NTIS PB211439 ($5.45)

REPORT NO. 4, PRIORITIES FOR RESEARCH IN ANTICIPATING THE STATE-LOCAL GOVERNMENT EMPLOYMENT RESULTING FROM THE FEDERAL GRANTS-IN-AID SYSTEM

Leonard A. Lecht
April 1972

Report Descriptors: EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; STATE AND LOCAL GOVERNMENT; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT ON MANPOWER

NTIS PB211440 ($4.50)

5-008* NATIONAL CONFERENCE ON EDUCATIONAL CONSUMER PROTECTION

FEDERAL INTERAGENCY COMMITTEE ON EDUCATION, U.S. OFFICE OF EDUCATION
WASHINGTON, D.C.

John Proffitt

Contract 41-4-001-11
Scheduled for completion fall 1974

Descriptors: TRAINING PRACTICES; POST-HIGH SCHOOL TRAINING; CONFERENCES; CONSUMPTION

A National Invitational Conference on Consumer Education Protection to follow up an earlier conference in March 1974 will be conducted in the fall of 1974. These conferences are designed to promote model legislation in the States to reduce or eliminate misrepresentation by postsecondary education and training institutions, and to provide potential students the assistance of brochures and other guidance materials to help in the selection of institutions and career programs.

The conference will be held under the auspices of the Education Commission of the States, in accordance with plans developed under the direction of John Proffitt, Chairman of the Subcommittee on Educational Consumer Protection, Federal Interagency on Education, U.S. Office of Education.

5-009 OCCUPATIONAL EDUCATION AS A SOURCE OF ECONOMIC GROWTH

THE CATHOLIC UNIVERSITY OF AMERICA
WASHINGTON, D.C.

Grant 91-11-72-25
Project completed fiscal year 1973

August C. Bolino

Report Descriptors: OCCUPATIONAL TRAINING; EDUCATION EFFECT ON CAREER PATTERNS; ECONOMIC GROWTH

NTIS PB214189 ($6.75)

5-010 OCCUPATIONAL LICENSING AND PUBLIC POLICY

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.
AND
MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Contract 81-32-69-03 (Formerly 81-24-68-45)
Project completed fiscal year 1973

Dr. Benjamin Shimberg, Dr. Barbara F. Esser, and Dr. Daniel H. Kruger
October 1972

Report Descriptors: VOCATIONAL EDUCATION; OCCUPATIONAL LICENSING; TESTING; OCCUPATIONAL CHOICE; VOCATIONAL TRAINING; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; HEALTH MANPOWER; SERVICE INDUSTRIES; CONSTRUCTION INDUSTRY; SKILLED WORKERS; DISCRIMINATION; STATE-OF-THE-ART PAPERS

NTIS PB213055 ($6)
Occupational Licensing: Practices and Policies, Public Affairs Press, Washington, D.C., 1973 ($7.50).

5-011 OPENING THE SKILLED CONSTRUCTION TRADES TO BLACKS: A STUDY OF THE WASHINGTON AND INDIANAPOLIS PLANS FOR MINORITY EMPLOYMENT

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 82-42-71-26
Project completed fiscal year 1973
January 1973

---

*Ongoing project — final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Report Descriptors: SKILLED WORKERS; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; MINORITIES; BLACKS; UPGRADING; DISCRIMINATION; CONSTRUCTION INDUSTRY; APPRENTICESHIP; UNION ENTRY; DISTRICT OF COLUMBIA; INDIANA, INDIANAPOLIS

NTIS PB213282 ($1.45 MF)

5-012 Population Turnaround in Nonmetropolitan Regions: Its Implications for Manpower and Regional Policies

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 92-48-72-06
Project completed fiscal year 1973

Dr. Niles M. Hansen
January 1973

Report Descriptors: POPULATION; REGIONAL PLANNING; LABOR SUPPLY; TURNOVER; NONMETROPOLITAN AREAS; MANPOWER NEEDS; LITERATURE REVIEW

NTIS PB222185 ($9)

5-013 Selected Aspects of 1971 New York State Legislative Provisions on Public Assistance Employables

NEW YORK STATE DEPARTMENT OF LABOR
ALBANY, N.Y.

Grant 92-36-72-19
Project completed fiscal year 1972

STUDY OF SELECTED ASPECTS OF THE 1971 NEW YORK STATE LEGISLATIVE PROVISIONS ON PUBLIC ASSISTANCE EMPLOYABLES

Report Descriptors: WELFARE PROGRAMS; PUBLIC EMPLOYMENT SERVICE; WELFARE RECIPIENTS; WORK INCENTIVE PROGRAM (WIN); NEW YORK

NTIS PB214168 ($4.50)

5-014* State Labor Market Research Study: An Econometric Analysis of the Effects of Labor Subsidies

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. C. Duncan MacRae

Grant 21-11-74-09
Scheduled for completion summer 1974

Descriptors: WAGE SUBSIDIES; LABOR FORCE PARTICIPATION; GOVERNMENT POLICIES; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; JOB CREATION

The objective of this research is to analyze the effect of labor subsidies by State and hence, for the Nation as a whole. A basic aim is to develop theoretical underpinnings for guiding the Government's approach to various aspects of wage, earning, and income subsidies.

First, a static equilibrium model has been estimated to explain wages and employment by skill group over States. Second, a dynamic model is being developed which allows for disequilibrium behavior in the labor market. This model will explain not only wages and employment but also job stocks, vacancies, labor force, and unemployment. Once the model is estimated, subsidies are translated into a shift in the demand or supply of subsidized labor, and the effect on both the subsidized and unsubsidized in the State is simulated.

A static cross-section labor market model which integrates the theory of human capital with the theory of supply and demand has been used to simulate the effect of a work bonus tax credit and a proposed combined public employment and wage subsidy. Additional simulations, along with model requirements, will be undertaken during the balance of the grant. Some draft working papers relating to the theory, a preliminary model, and results of simulation have been developed but are not yet available for general publication.

5-015* Static and Dynamic Labor Supply Functions and Public Policy Models

WASHINGTO[illegible]NIVERSITY
ST. LOUIS, MO.

Dr. Edward D. Kalachek, Department of Economics

Grant 21-29-73-49
Scheduled for completion spring 1975

Descriptors: LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; MANPOWER PROJECTIONS; ECONOMIC POLICY; MODELS

This project proposes to improve methods of labor supply estimation and to construct a framework for using labor supply functions in analysis of public policy problems.

The study will develop and analyze regressions, using cross-sectional labor supply data from the National Longitudinal Surveys and will develop public policy models for evaluating current social welfare programs and designing new ones.

5-016 A Study of the Employment Impact of Federal Assistance Programs on Minority Business Enterprise

THE MATCH INSTITUTION
WASHINGTON, D.C.

Contract 82-11-71-16
Project completed fiscal year 1973

A STUDY OF EMPLOYMENT IMPACT OF FEDERAL ASSISTANCE PROGRAMS ON MINORITY BUSINESS ENTERPRISE (FINAL REPORT)

VOL. 1, SBA LOANS AND 8(A) SURVEYS
August 1972

Report Descriptors: IMPACT OF MANPOWER POLICIES; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

VOL. 2, INTENSIVE STUDIES
August 1972

Report Descriptors: IMPACT OF MANPOWER POLICIES; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

VOL. 3, APPENDICES
August 1972

Report Descriptors: IMPACT OF MANPOWER POLICIES; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

5-017 SYSTEM FOR COLLECTING ADVANCE INFORMATION ON CHARACTER AND EXTENT OF EMPLOYMENT GENERATED BY NEW GOVERNMENT CONTRACTS

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Dr. Leonard A. Lecht and Dr. Marc A. Matland

Grant 21-11-73-34 (formerly Contract 82-11-71-08)
Project completed fiscal year 1974

Descriptors: EMPLOYMENT OPPORTUNITIES; FEDERAL GOVERNMENT; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT ON MANPOWER; INFORMATION SYSTEMS; LABOR MARKET INFORMATION; COMPREHENSIVE MANPOWER PLANNING; MANPOWER PROJECTIONS

The first phase of this project established the feasibility of an advance warning system to provide information about the local impact of Federal procurement contracts which might facilitate efforts to expand the employment, upgrading, and training options available to the unemployed or underemployed.

Concentrating on a major naval defense contract, the researchers developed information required in an early warning system from a variety of sources, including government and private employers. With the concurrence of Manpower Administration officials at the Federal and State levels, the training needs and the training programs generated by the contract were then examined.

In the second phase of the project, the researchers analyzed four new major contracts: a construction project by the Corps of Engineers, the space shuttle main engine and orbiter contracts of the National Aeronautics and Space Administration, and the production of cars for the New York subway system. They then held meetings with State, local, and regional manpower officials, company officials, company personnel, union representatives, and others to present their findings and to facilitate their use in planning, training, recruitment and placement activities by local manpower agencies.

The overall findings show that: (1) It has been possible to devise projections of job openings in all of the contracts considered through the use of relatively simple estimating techniques; (2) the individual awards involved a sufficiently large number of job openings to be given serious weight in local manpower planning; (3) although local manpower agencies were generally aware of the large Federal contracts in their area, they lacked the detailed information which would be needed to translate their awareness into program planning; and (4) dissemination of the projections of job openings and the provision of technical assistance can serve as a catalyst encouraging employment service and manpower personnel, employers, union officials, and others to cooperate in making use of information in manpower planning.

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

6. SPECIAL MANPOWER RESEARCH GRANTS

To support and complement the Department's research and development programs, special manpower grants are provided to colleges and universities to strengthen the manpower capability of the institutions, their faculties, and their students. Special manpower research grants support three types of projects:

1. Manpower institutional grants to develop new manpower research talent and systematic, long-term programs of research on local and regional manpower problems. (See secs. 6A and 6B below for details.)
2. Small grants to universities in support of doctoral dissertation research in the manpower field. (See sec. 6C below.)
3. Small grants to postdoctoral specialists in support of innovative studies and the development of new methods to solve manpower problems or contribute to policy formulation. (See sec. 6D below.)

MANPOWER INSTITUTIONAL GRANTS

The Department of Labor has had a continuing interest in helping colleges and universities strengthen their activities and capabilities in the manpower field. The Manpower Institutional Grant Program was devised as a means of increasing the number of institutions engaged in continuing research on manpower problems and the number of research specialists concentrating on manpower problems. In July 1966, the first grants (approximately $75,000 each per year for a 5-year period) were awarded to seven colleges and universities: Atlanta University, Iowa State University, University of Maine, Norfolk State College, North Carolina State University at Raleigh, Oklahoma State University, and Temple University.

Because of the achievements of the original seven institutions through institutional grant support, the Department opened the program to new applicants in September 1969. A panel of manpower academicians from outside the Department examined the applications and recommended awards for the 12 colleges and universities whose grant projects are described in this chapter. The Department awarded one grant in each of its 10 regions of the country and two additional grants to predominantly black schools. Since the decision to reopen the program was made with the intention of establishing a strong center for manpower research and education to serve each region, the primary criterion by which applications were judged was excellence. Each of the 12 schools received $37,500 for a year of developmental work beginning in August 1970, and $75,000 annually in the subsequent 3 years.

With the phasing out of grant support to 1970 award recipients, applications were accepted for a third time in February 1974 – 2 months after enactment of the Comprehensive Employment and Training Act of 1973. The shift in emphasis of the program reflected the Department's new responsibilities under the act and new needs stemming from the advent of manpower program decategorization and decentralization. Application guidelines stressed curriculum development and training designed to supply States and local communities with skilled staff needed to administer manpower programs. After spending 2 months reviewing the 145 applications received, a specially appointed panel of five eminent manpower academicians and a regional and State manpower official met June 1 to select 13 new award recipients. The new grants, planned for 4 years and totaling $1,450,000 annually, became effective July 1, 1974.

6A. MANPOWER INSTITUTIONAL GRANTS – 1974 RECIPIENTS

For its third opening in February 1974, the Manpower Institutional Grants Program was redesigned to assist the Department of Labor in carrying out its responsibilities under the Comprehensive Employment and Training Act of 1973. In the past, the program emphasized research and the training of researchers. The new thrust of the program reflects new needs stemming from the advent of revenue sharing and manpower program decentralization. Current priorities are concerned with the quality, supply, and training of personnel responsible for carrying out manpower programs, particularly at local and State levels. The newly awarded grants are essentially for support of teaching and curriculum development activities in the manpower field.

The primary objectives of the program are:

1. To support the design and implementation of courses and curriculums of formal instruction and work-training experience off campus for future planners, administrators, researchers, and evaluators of manpower programs; and
2. To offer training in these courses and curriculums at the undergraduate as well as the graduate level.

Other objectives are:

1. To strengthen the capability and expertise of manpower practitioners at local, State, and regional levels through full degree training, refresher courses, seminars, and other educational formats;
2. To develop within academic institutions the resources and capabilities for providing technical and personnel support to local, State, and regional organizations concerned with manpower problems;
3. To stimulate greater interest in the manpower field by established scholars; and
4. To encourage greater cooperation among the various behavioral sciences in the conduct of human resources development.

The 13 grants, planned for a 4-year period beginning July 1, 1974, include an award in each of the Department's 10 regions of the country and three special awards to schools with student enrollments that are significantly black, Spanish American, or American Indian. New recipients of regional grants are:

Region I – Boston University, Boston, Mass.
Region II – State University of New York at Buffalo, Buffalo, N.Y.
Region III – West Virginia University, Morgantown, W. Va.
Region IV – Memphis State University, Memphis, Tenn., in cooperation with The University of Mississippi, University, Miss.
Region V – Oakland University, Rochester, Mich.
Region VI – University of Houston, Houston, Tex., in cooperation with North Texas State University, Denton, Tex.
Region VII – University of Missouri–Columbia, Columbia, Mo.
Region VIII – University of Utah, Salt Lake City, Utah
Region IX – San Francisco State University, San Francisco, Calif.
Region X – Oregon State University, Corvallis, Oreg.

The special grants to schools with significant enrollments of minority students went to:

North Carolina Agricultural and Technical State University, Greensboro, N.C. – predominantly black student body.

Pan American University, Edinburg, Tex. – significant enrollment of Spanish American students.

Oklahoma State University, Stillwater, Okla. – significant enrollment of American Indian students.

6-001*

BOSTON UNIVERSITY
BOSTON, MASS.

Dr. S. M. Miller, Chairperson, Department of Sociology

Grant 31-25-74-01
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; CONNECTICUT; MAINE; MASSACHUSETTS; NEW HAMPSHIRE; RHODE ISLAND; VERMONT

6-002*

UNIVERSITY OF HOUSTON
HOUSTON, TEX.
AND
NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Dr. J. Earl Williams, Director, Center for Human Resources, University of Houston; Dr. Lewis M. Abernathy, Co-Director, Manpower and Industrial Relations Institute, North Texas State University

Grant 31-48-74-06
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

6-003*

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Dr. Donald E. Pursell, Director, Center for Manpower Studies, Memphis State University; Dr. Brian Rungeling, Co-Director, Center for Manpower Studies, The University of Mississippi

Grant 31-47-74-04
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; MISSISSIPPI; NORTH CAROLINA; SOUTH CAROLINA; TENNESSEE

6-004*

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. E. E. Liebhafsky, Director, Manpower Program, College of Administration and Public Affairs

Grant 31-29-74-07
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

6-005*

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Dr. Thomas G. Gutteridge, Chairperson, School of Management

Grant 31-36-74-02
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

6-006*

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Dr. Howard F. Robinson, Director, The Institute for Research in Human Resources

Grant 31-37-74-11
Scheduled for completion spring 1978

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

6-007*

OAKLAND UNIVERSITY
ROCHESTER, MICH.

Dr. William F. Moorhouse, Director, Manpower Research and Training Center

Grant 31-26-74-05
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING;

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

6-008*

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Dr. John C. Shearer, Director, Manpower Research and Training Center

Grant 31-40-74-13
Scheduled for completion spring 1978

Descriptors: INDIAN MANPOWER PROGRAMS (CETA); INDIANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

6-009*

OREGON STATE UNIVERSITY
CORVALLIS, ORE.

Dr. Gary W. Sorenson, Chairman, Economics Department

Grant 31-41-74-10
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

6-010*

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Carl H. Rush, Jr., Director, Bureau of Business and Economic Research

Grant 31-48-74-12
Scheduled for completion spring 1978

Descriptors: SPANISH-SPEAKING AMERICANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

6-011*

SAN FRANCISCO STATE UNIVERSITY
SAN FRANCISCO, CALIF.

Dr. Curtis C. Aller, Chairman, Department of Economics

Grant 31-06-74-09
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORIES

6-012*

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Dr. Garth L. Mangum, Director, Human Resources Institute

Grant 31-49-74-08
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

6-013*

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Dr. John J. Miller, Director, Rural Manpower Project

Grant 31-54-74-03
Scheduled for completion spring 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; DISTRICT OF COLUMBIA; MARYLAND; PENNSYLVANIA; VIRGINIA; WEST VIRGINIA

6B. MANPOWER INSTITUTIONAL GRANTS—1970 RECIPIENTS

This section describes activities during fiscal year 1974 at the 12 colleges and universities which received institutional grants for 4 years beginning in August 1970. (For information on earlier activities under these grants, see *The Manpower Research Institutional Grant Program: A Progress Report 1966–73*, available from the Manpower Administration.) Financial support of these 12 schools under the 1970 reopening ended in July 1974.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

6-014*

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dr. Leonard Hausman, Director, Institutional Grant Program, Florence Heller Graduate School for Advanced Studies in Social Welfare

Grant 31-23-70-01
Scheduled for completion summer 1975

Descriptors: MANPOWER ECONOMICS COURSES; MIDDLE-AGED WORKERS; SOCIAL STRUCTURE; HUMAN RESOURCE DEVELOPMENT POLICY; BLACK COMMUNITIES; POLICE; ECONOMIC DEVELOPMENT; APPRENTICESHIP RETENTION; IMPACT OF MANPOWER POLICIES; APPRENTICESHIP OUTREACH PROGRAMS; INCOME MAINTENANCE; HEALTH MANPOWER; UPGRADING; RETIREMENT; CONSTRUCTION INDUSTRY; WORKMEN'S COMPENSATION LAWS; ABSENTEEISM; DISADVANTAGED; SERVICE DELIVERY SYSTEMS; TEACHERS; BLACK LUNG BENEFITS ACT (1972); WORK SCHEDULES; NEW YORK, NEW YORK

Within the Heller Graduate School for Advanced Study in Social Welfare, the institutional grant has made possible specialization in manpower research and development. Grant funds have been used to support faculty and students participating in manpower courses, research, and community service programs.

The university's primary research tool has been the doctoral dissertation. In the 1973-74 academic year, 16 doctoral candidates who received grant-based stipends completed dissertation projects on a diversity of topics, including an analysis of socially structured inequality; an evaluation of human resources development and utilization programs; a survey of historical relationships between police and the black community; an investigation of the labor market experiences of minority dropouts from apprenticeship outreach programs; a review of new careers in health care systems; an examination of community manpower and economic development planning; an appraisal of job performance, upgrading, and retirement of middle-aged workers; an analysis of the delivery of manpower services to the disadvantaged; an exploration of factors related to the retention of minority youth in construction apprenticeship programs; an appraisal of new professions in elementary education; an investigation of workmen's compensation, with special reference to black lung programs; a comparison of the performance and productivity of full- and part-time workers; an analysis of absenteeism; and an exploration of the determinants of New York City government expenditures among city neighborhoods.

An additional five dissertation projects and four faculty studies received partial support from the institutional grant and substantial support from other sources.

Courses supported by the grant include labor economics, social and psychological foundations of work, manpower problems of the disadvantaged, income maintenance programs and policies, and urban education and manpower policy. Modular courses in manpower planning and forecasting are open to Waltham area employees of national, State, regional, and local manpower agencies.

Future educational plans include the introduction next year of a cooperative graduate and undergraduate program in manpower training and income maintenance between the Heller Graduate School and the Department of Economics.

6-015*

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Dr. Benjamin Aaron, Director, Institute of Industrial Relations, and Program Director, Manpower Research Center

Grant 31-05-70-07
Scheduled for completion summer 1975

Descriptors: YOUTH; EMPLOYMENT PATTERNS; ASPIRATIONS; WOMEN; CUSTOMER TRAINING; TRUCKING INDUSTRY; MINING; CHICANOS; UNEMPLOYMENT INSURANCE; BASIC EDUCATION; TURNOVER; HOSPITALS; TEMPORARY EMPLOYMENT; MARITIME INDUSTRY; UNION MANPOWER PRACTICES; BLACK/WHITE; MANPOWER ECONOMICS COURSES; INTERNATIONAL MANPOWER; LOW INCOME; WAGE-PRICE CONTROLS; JOB SEARCH; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); STAFF TRAINING; ENGINEERS; LABOR LAWS; JOB DEVELOPMENT; BIBLIOGRAPHIES; TRAINING EFFECTIVENESS AND IMPACT; DUAL LABOR MARKETS; WORKER PARTICIPATION IN MANAGEMENT; MINORITIES; ECONOMIC ANALYSIS AND ECONOMETRICS; CIVIL SERVICE SYSTEM; CALIFORNIA, WATTS; CALIFORNIA, LOS ANGELES

The Manpower Research Center at UCLA was established in August 1970 within the Institute of Industrial Relations as a joint endeavor of the Institute, the Graduate School of Business Administration, and the Department of Economics.

In the past year, center staff and students completed work on nine projects which were supported with institutional grant funds and published as the following reports: (1) Youth in the Labor Market: Employment Patterns and Career Aspirations in Watts and East Los Angeles; (2) Women at Work: An Annotated Bibliography; (3) Manufacturers' Provision of Training for Employees of Customer Firms: Theory and Case Study; (4) Investigation of Systematic Training in the Trucking Industry; (5) The Formation of Multiracial Work Forces in the Coal Industry, 1880-1930: A Comparative Socio-Historical Analysis; (6) The Chicano Worker; (7) Income Needs of the Unemployed: An Issue in Unemployment Insurance; (8) Paid Educational Leave: An International Perspective; and (9) Labor Turnover in Hospitals: Community and Organization Determinants.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Ongoing grant-based research focuses on skill development and enhanced productivity in temporary work situations; the role of work experience in civil disorder; aerospace engineers and technicians; discrimination and employment law in six countries; the dual labor markets of stable, high-wage jobs and unstable, low-wage jobs; and structure, functioning, and union practices in West Coast stevedoring, 1960-71.

New research projects undertaken in 1973-74 include workers' control of industry in various countries; job development in the arts for low-income minority youth in the Los Angeles area; manpower implications of direct wage-price controls; and stochastic economic models of job search.

The institute sponsored numerous forums and conferences in the past year, including a regional conference which brought together public and private manpower specialists and other interested persons to discuss the provisions and implications of the Comprehensive Employment and Training Act of 1973. Other conferences and forums dealt with such topics as new directions in manpower programs and policies, the effects of manpower training programs on worker earnings, and the civil service system and employment of the disadvantaged.

As part of its commitment to the training of manpower specialists, UCLA is already beginning the development of an interdepartmental curriculum and program leading to the master of arts degree in industrial relations, with a concentration on manpower policies. Two new courses in manpower have been added to the regular curriculum at the Graduate School of Management, one in manpower planning and evaluation and another in utilization of minority manpower.

UCLA currently offers certificate programs in industrial relations, which are especially valuable to off-campus practitioners seeking concentrated training in a defined field. Many of the courses now offered are directly related to manpower and the institute proposes to strengthen these course offerings.

6-016*

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert L. Aronson, Professor, School of Industrial and Labor Relations, and Program Director, Institutional Grant

Grant 31-34-70-02
Scheduled for completion summer 1974

Descriptors: APPRENTICESHIP RETENTION; AREA PLANNING; EFFECTIVENESS OF PROGRAMS; INTERNAL LABOR MARKET; MANPOWER ECONOMICS COURSES; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; OCCUPATIONAL MOBILITY; RETIREMENT; TEACHERS; TRANSITION FROM WORK TO RETIREMENT; UNIVERSITIES AND COLLEGES; UPGRADING; WOMEN; INTERAGENCY RELATIONS; MANPOWER REVENUE SHARING; CAREER GOALS; WORK INCENTIVES; SERVICE DELIVERY SYSTEMS; WAGE STRUCTURE; NEW YORK

Overcoming problems in the delivery of manpower services continued to be a major thrust of Cornell's manpower research efforts during the fourth grant year. The school utilized grant funds to complete an analysis of interorganizational relations in the New York State manpower training system; to publish a volume of papers prepared for a series of seminars directed to issues in manpower planning and delivery of services under revenue sharing; and to initiate the second of two case studies of local manpower planning and delivery systems.

Other grant-based research underway in the 1973-74 school year includes: (1) A dissertation analyzing the effects of bureaucratization and professionalization on the mobility of public school teachers, 1850-1960 (completed); (2) a survey to determine how two-year college programs affect the career goals of women enrollees; (3) an investigation of optional retirement policies in higher education; (4) a master's thesis on internal mobility in a manufacturing establishment; (5) a staff project to test the premise that work effort can be manipulated by controlling relative wages, provided that the actual wages are sufficient to attract the necessary number of workers; (6) a dissertation which seeks to determine why some manpower organizations are more successful than others in gaining access to community resources for manpower services; and (7) a staff project examining problems of retention in apprenticeship and postapprenticeship employment.

In fall 1973, Cornell's graduate student body included 16 master's and 10 doctoral candidates whose major or minor field of specialization was manpower studies. Twelve graduate and four undergraduate students received financial aid derived from the grant in 1973-74—one through a fellowship, two through support for dissertation research, and the others through research assistantships.

6-017*

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Dr. Donald E. Pursell, Director, Center for Manpower Studies, Memphis State University; Dr. Brian Rungeling, Assistant Professor of Management, The University of Mississippi and Co-Director, Center for Manpower Studies

Grant 31-45-70-03
Scheduled for completion summer 1975

Descriptors: LABOR FORCE BEHAVIOR; LAYOFFS; COLLEGE GRADUATES; MALE/FEMALE; WAGE DIFFERENTIALS; BUSINESS CYCLE; MIGRATION; POPULATION; MANPOWER PROJECTIONS; POVERTY; FERTILITY; SOCIAL INDICATORS; WOMEN; TEACHERS; VOLUNTEERS; SANITATION WORKERS; ENERGY INDUSTRY; TEXTILE INDUSTRY; REAL ESTATE JOBS; STATE AND LOCAL GOVERNMENT; LABOR FORCE PARTICIPATION; MID-SOUTH U.S.; BLUE-COLLAR WORKERS;

OFFICE WORKERS; WORK-STUDY PROGRAMS; JOB PERFORMANCE; CLERICAL WORK; BIBLIOGRAPHIES; TAXONOMY; SUMMER JOBS; YOUTH PROGRAMS; CORRECTIONS; COLLECTIVE BARGAINING; UNIONIZATION; ECONOMIC ANALYSIS AND ECONOMETRICS; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; MANPOWER ECONOMICS COURSES; JOB SATISFACTION, EMPLOYER ATTITUDES; TENNESSEE, MEMPHIS; MISSISSIPPI

The center devotes its research resources to the manpower problems of the mid-South region, which consists of rural and urban counties in Western Kentucky, Western Tennessee, Eastern Arkansas, and Mississippi. Projects active during the last year have been clustered in several areas.

Staff researchers are completing work on a major longitudinal study of the labor force experience of employees laid off by a Radio Corporation of America plant in Tennessee. Other labor force studies are examining differences in earnings of 1967 college graduates in the mid-South; relating male-female wage differentials to business cycle fluctuations; and analyzing southern migration (completed).

Center staff have completed 20-year projections of Tennessee's labor force and population for use by the State Department of Vocational Education. A collection of data on poverty indicators and projections of unemployment in the State resulting from the energy crisis and an area analysis of the State economic structure resulted in publications which were distributed to State, regional, and Federal program and planning offices. Other completed research in this area estimated population change in the Memphis SMSA, investigated the work-fertility relationship, provided a simplified statistical method of forecasting annual marriage rates, and explored community leadership development in Memphis. Ongoing research is refining work life expectancy tables for particular subgroups of women.

Particular occupational and industry research studies have been completed which focus on teacher demand and supply in Tennessee, volunteer workers, Memphis sanitation employees, women realtors in Memphis, and salary and employment of mid-South municipal workers. Research is continuing on the effects of energy shortages on employment in the Southwest textile and man-made fiber industries.

Staff researchers are involved in ongoing studies of the determinants of executive salaries in small corporations; and of job and work environment characteristics as determinants of job satisfaction, performance, and behavior among white-collar office workers and blue-collar workers in a basic heavy industry. Student research projects in this area include an assessment of the use of a job function taxonomy in selection tests for clerical employees (completed); development of a bibliography on job performance and organization characteristics; and an evaluation of management attitudes toward women.

Center researchers prepared a report on summer employment for youth in Region IV for use by the regional Manpower Administration in developing the Summer Youth Employment Program. Other studies examined the correlation between juvenile delinquency and adult occupational success (completed).

In the collective bargaining area, one project sought to determine how demographic characteristics, political culture, and public policy affect the strength of municipal collective bargaining agreements. Another developed indicators to predict public policy toward unionization in the public sector.

Students enrolled in the manpower program are given an interdisciplinary view of the theory and practice of human resources development and utilization. For the master's degree, students are required to take three manpower courses from those in the social science and education departments, and to present a thesis on a manpower topic. A further requirement is a 6-weeks' internship with a manpower agency or manpower development project. Nine students served as interns in summer 1973. During the 1973-74 school year, 27 students received stipends and assistantships derived from the institutional grant.

6-018*

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. E. E. Liebhafsky, Director, Manpower Program,
College of Administration and Public Affairs

Grant 31-27-70-08
Scheduled for completion spring 1975

Descriptors: CURRICULA; LABOR FORCE PARTICIPATION; MEN; POVERTY AREAS; PREDICTION OF SUCCESS IN PROGRAMS; EMPLOYMENT PATTERNS; LABOR MARKET INFORMATION; WAGES; JOB SEARCH; RETURNS ON EDUCATIONAL INVESTMENT; PART-TIME EMPLOYMENT; MANDATORY JOB LISTING; MANPOWER REVENUE SHARING; UNDEREMPLOYMENT; LOW INCOME; ELASTICITY OF SUBSTITUTION; OCCUPATIONAL STRUCTURE; SERVICE DELIVERY SYSTEMS; WORK-STUDY PROGRAMS

To carry out its plan of developing manpower research talent, the university, through its Interdisciplinary Graduate Program in Manpower, has invested its grant in manpower fellowships and assistantships for graduate students in economics, psychology, and sociology. Each student must fulfill the requirements of the particular department, complete a 16-hour manpower core curriculum, serve as an assistant on a faculty-directed research project, and serve as a summer intern in a public manpower agency. Summer interns undertake work/training assignments that the sponsoring agencies identify as goal-oriented and directed toward the solution of a specific problem or to the creation of a particular end product of use to the agency.

To complement the Interdisciplinary Graduate Program in Manpower, the university also offers a manpower specialization within the new Master of Science in Public Administration Program. The object of this 2-year program is to provide a comprehensive, integrated, problem-oriented education for graduate students preparing for administrative careers in the public sector. In addition to completing approximately 49 semester hours of graduate work, a degree candidate must serve one summer's internship with a State, local, regional, or Federal Government agency or a public nonprofit organization. These internships are aimed specifically at providing students with work/training experience in the administration of policies

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

and programs related to their planned areas of specialization. During the second year, students receive indepth exposure in such areas of specialization as manpower planning, public financial management, and health services management.

Twenty-one students were appointed manpower fellows in 1973, three were granted research assistantships, and nine served as summer interns.

Based on their summer experience, student interns wrote technical assistance papers which considered issues in manpower planning, manpower information, and the delivery of manpower services. Papers by 1973 interns were published by the university as a volume, *Perspectives on Manpower—1973*, the second in this series.

Projects funded from sources other than the institutional grant which were active during the past year focused on the socioeconomic determinants of labor force participation and income among male residents of low-income urban neighborhoods; the development and application of techniques for projecting employment patterns and flows of qualified trainees through multiple sources of training, and the design and implementation of a human resources information system for program planning purposes.

During the past year, current or former manpower fellows worked on the following dissertation projects: (1) An appraisal of manpower policy and the part-time labor force; (2) an investigation of the labor market information implications of mandatory listings of job orders; (3) an examination of the effects of manpower revenue sharing on manpower training evaluation; (4) an analysis of the relationship between wage rates and unemployment for selected markets; (5) an exploration of unemployment, subemployment, and earnings inadequacy; (6) an examination of cross-elasticities among occupations in educational planning; and (7) an analysis of labor substitution and manpower planning.

6-019*

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Dr. Howard F. Robinson, Director, The Institute for Research in Human Resources

Grant 31-35-70-04
Scheduled for completion summer 1974

Descriptors: COMMUTING; BLACKS; WOMEN; SANITATION WORKERS; MANPOWER NEEDS; DISADVANTAGED; RETURNS ON TRAINING; PARAPROFESSIONALS; CHILD DAY CARE; VOCATIONAL GUIDANCE; WORK SCHEDULES; EMPLOYMENT OPPORTUNITIES; MINORITIES; ECONOMIC GROWTH; ASPIRATIONS; HIGH SCHOOLS; RURAL AREAS; LABOR FORCE PARTICIPATION; POVERTY; COST EFFECTIVENESS; NURSES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; MANPOWER ECONOMICS COURSES; HUMAN SERVICE AGENCIES; NORTH CAROLINA; WISCONSIN

Research has concentrated upon the functioning of labor markets with respect to special groups of workers, particularly blacks and women. Institute staff completed two projects during the 1973-74 academic year—an analysis of the manpower requirements for wastewater collection; and an assessment of the results of an experimental, company-sponsored, car pool matching program for disadvantaged workers (funded by the North Carolina Urban Mass Transportation Administration).

Other studies which received support from the grant and are still in process are: Costs and returns of technical training; characteristics of paraprofessionals in child care services; returns to vocational counseling, by race and sex; expanding employment opportunities for women through flexible work scheduling; economic growth and opportunities for minorities during the 1960's; employment problems of workers who do not have cars; the realization or frustration of ambitions of a sample of high school students 5 years after graduation; and rural poverty in North Carolina vs. Wisconsin and its implications for labor force participation rates. In addition, grant funds were utilized to initiate a cost-benefit analysis of nurse training; an appraisal of alternative strategies for dispute settlement in equal employment opportunity cases; and an examination of the utilization of women in Greensboro, N.C. social service agencies.

Since fall 1971, three manpower-related courses have opened to graduate and advanced undergraduate students: manpower problems and prospects, manpower planning, and educational and occupational information. Enrollment in these courses averages 14 students. Of the seven students who received support derived from the institutional grant during the 1973-74 academic year, four were involved in faculty research projects and three served internships with local agencies concerned with manpower problems.

6-020*

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. S. C. Kelley, Director, Center for Human Resource Research

Grant 31-37-70-05
Scheduled for completion fall 1974

Descriptors: ECONOMIC FORECASTING; AREA PLANNING; MANPOWER PROJECTIONS; MANPOWER UTILIZATION; FOREIGN MANPOWER POLICY; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGE DIFFERENCES; WELFARE RECIPIENTS; MANPOWER ECONOMICS COURSES; YOUNG WOMEN; HUMAN RESOURCE DEVELOPMENT POLICY; SOCIAL INDICATORS; OCCUPATIONAL STRUCTURE; MIGRATION; COLLEGE GRADUATES; DISADVANTAGED; EMPLOYABILITY DEVELOPMENT; TEENAGERS; SERVICE DELIVERY SYSTEMS; CAREER GOALS; HIGH SCHOOLS; STATE-OF-THE-ART PAPERS; HEALTH MANPOWER; LABOR MOBILITY; OHIO; OHIO, COLUMBUS; OHIO, FRANKLIN COUNTY

To provide background research for State manpower planning, a multidisciplinary task force of the university has been working with State agencies to develop an Ohio Human Resources Planning/Research Project. Related ongoing and recently completed research focuses on: (1) Construction of an economic and manpower forecasting model for Ohio; (2) development of a social accounting system for the State, based on survey-derived citizens' evaluations of quality of life and public agency data; (3) the employability of Ohio's welfare population; (4) health manpower utilization patterns in Franklin County; and (5) characteristics of the Columbus manpower services delivery system.

The institutional grant also afforded support last year for an experimental project to design and test a strategy for the reform of secondary education to benefit disadvantaged adolescents; an analysis of alternative paths of technological change and their implications for productivity and the occupational structure of employment; a master's thesis on job expectation and unemployment among young women with work experience; and a doctoral dissertation on the underutilization of college women. In addition, grant funds have functioned as seed money for projects to: (1) Evaluate the state of the art of U.S. manpower forecasting; (2) review and assess human resource planning in Ecuador; (3) analyze intergenerational mobility among various Belgian population groups; and (4) appraise the criteria used by migrants in choosing among alternative destinations.

A program developed and taught by the center, leading to the M.A. degree with specialization in human resource policy, was introduced in fall 1972 within the Division of Public Administration. Included in the program is a three quarter interdisciplinary seminar in human resource policy, planning, and research. Enrollment has averaged 22 students per quarter. During the past year, 18 graduate students received fellowships or assistantships derived from the grant.

6-021*

UNIVERSITY OF OREGON
EUGENE, ORE.

Dr. Eaton H. Conant, Director, Institute of Industrial and Labor Relations

Grant 31-39-70-09
Scheduled for completion spring 1975

Descriptors: TEACHERS; WORK ATTITUDES; PARAPROFESSIONALS; MANPOWER UTILIZATION; TECHNICIANS; DISADVANTAGED; JOB RETENTION; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; BUSINESS ADMINISTRATION; JOB SATISFACTION; UNIONIZATION; UNIVERSITIES AND COLLEGES; NORTHWEST U.S.; POLICE; GOVERNMENT WORK; ARBITRATION; COLLECTIVE BARGAINING; DISCRIMINATION; MANUFACTURING; PRIVATE INDUSTRY; TURNOVER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; MANPOWER ECONOMICS COURSES; SECONDARY LABOR FORCE

Institute faculty and students have concentrated their research efforts on several studies within four central areas: (1) Employer practices; (2) occupations; (3) unionism; and (4) the employment and work-related experience of secondary labor force groups. Projects were completed in the last year on the utilization of teachers and paraprofessionals in public schools; work attitudes and organizational utilization of technicians; lessons of the past decade in hiring and retaining disadvantaged workers and integrating them into the organization; use of contingency views as a unified theory of organizations and management; job satisfaction and union propensity of college faculties in the Northwest; police unionism; innovative procedures for public employment dispute arbitration; and use of grievance processes to resolve questions of discrimination. Ongoing projects examine employment shifts in manufacturing industries; corporate investment in training disadvantaged, unskilled workers; labor turnover in the public sector; and management response to technological change.

A manpower specialization created within the institute's interdisciplinary master's degree program attracts 25 students annually. During the 1973-74 school year, six graduate students received assistantships derived from the institutional grant and participated in the institute's research program.

6-022*

SOUTHERN METHODIST UNIVERSITY
DALLAS, TEX.

Dr. Thomas Johnson, Assistant Professor, Department of Economics, and Director of Manpower Research

Grant 31-46-70-06
Scheduled for completion summer 1975

Descriptors: FOREIGN TRADE AND INVESTMENTS; WAGES; RACIAL DISCRIMINATION; PROFESSIONAL SPORTS; EMPLOYMENT OPPORTUNITIES; LABOR SUPPLY; RECRUITMENT; HIRING PRACTICES; LABOR FORCE PARTICIPATION; WOMEN; PRODUCTION; JAPAN

In the 1973-74 school year, the research staff completed two grant-funded studies, published as *The Impact of Domestic Tariff Protection on National Resources: The Case of Section 807.00 of the United States Tariff Code*, and *Pay, Performance and Racial Discrimination in Professional Sports*. Grant funds were used to initiate a faculty research project to test the thesis that the opportunity cost of time for an individual may be different for those blocks of time during which market earning opportunities are available, such as 8 to 5 Monday through Friday, than for those times without such opportunities, such as Sunday afternoon. Work continued on a grant-funded faculty research project to devise a method for selection of employees which utilizes objective criteria and assures that the probability of rejecting disadvantaged applicants is less than or equal to the corresponding probability for advantaged applicants.

Two doctoral candidates received grant funds to carry out dissertation research on the labor force participation of married women, and the quality of labor inputs into the production function in a critical Japanese industry (completed). Six students received fellowships derived from the grant in the past year.

6-023*

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Garth L. Mangum, Director, Human Resources Institute

Grant 31-47-70-10
Scheduled for completion summer 1975

Descriptors: MOBILITY ASSISTANCE; COMPREHENSIVE MANPOWER PLANNING; AREA PLANNING; STATE MANPOWER SERVICES COUNCIL (CETA); LABOR DEMAND; POVERTY, ECONOMIC WELFARE; HUMAN CAPITAL; LABOR MARKET AREAS; VOCATIONAL EDUCATION; INDIANS; OCCUPATIONAL SAFETY AND HEALTH; VOCATIONAL REHABILITATION; LABOR FORCE PARTICIPATION; UNIONS; WOMEN; CAREER EXPLORATION; CHICANOS; MIGRANTS; FARM WORKERS; JAPAN; INTERNATIONAL MANPOWER; UNEMPLOYMENT INSURANCE; TRIGGER FORMULAS; NORWAY; PHYSICIANS; HEALTH CARE; SOCIAL RELATIONSHIPS; INDUSTRY PRACTICES; MANPOWER ECONOMICS COURSES; WORK-STUDY PROGRAMS; STAFF TRAINING; VOLUNTEERS; UTAH, SALT LAKE CITY

The Human Resources Institute continued to concentrate its resources on training researchers, planners, and administrators for the manpower field. State and local manpower planning remained the pivotal emphasis around which research and training activities revolved.

With funds from sources other than the institutional grant, institute staff completed projects which examine: Relocation assistance as a component of a comprehensive State and local manpower program; critical variables in the performance of a model State and local manpower planning system: practical manpower planning techniques; and skills and knowledge requirements for a successful manpower planner or administrator. Another project conducted under the grant was an ongoing pilot study of changes in occupational demand, educational output, and education financing by region and field of educational specialization. Other work in this subject area includes the following master's theses and doctoral dissertations which are direct products of the institutional grant: (1) A calculation of the poverty level in urban Salt Lake City (completed); (2) a critical evaluation of economic welfare and manpower planning; (3) a disaggregated human capital model of the University of Utah's investment in occupational education; and (4) analysis of Utah's local labor markets.

The grant provided support for several other projects with a local or State orientation. Three faculty researchers are collecting basic data on the demographic characteristics and socioeconomic status of urban Indians in Salt Lake City and of Ute indians on the Uintah-Ouray reservation in Utah. Another faculty researcher is attempting to identify new ways of using occupational safety and health statistics on Utah industries. Graduate students received grant funds for research focusing on State or local problems for the following doctoral dissertations and master's theses: (1) A followup study of clients of a vocational evaluation service operated by the Salt Lake Skills Center's Division of Vocational Rehabilitation (completed); (2) a survey of union membership in Utah (completed); (3) an exploration of the influence of religion on female labor force participation rates in Utah (completed); (4) an assessment of career education projects in Salt Lake City schools; and (5) an evaluation of the Salt Lake City Chicano Community Development Corporation's program to transform migrant farm workers into urban workers and residents.

Grant-supported research outside these subject areas includes doctoral dissertation and master's thesis projects which analyze changes in labor supply and demand and manpower program response in Japan since World War II (completed); social criteria and triggering mechanisms for extended unemployment benefits (completed); manpower planning in Norway; physicians' motivation to engage in managerial activities; manpower aspects of rural development planning in Bolivia; the effects of alternative payment systems on the availability of health care services; and the impact of industry recruitment, selection, hiring, and training procedures on the socialization of workers.

Nineteen graduate students pursuing research-oriented educational programs under the direction of the institute received fellowships or tuition payments derived from the grant during the 1973-74 school year. (While the training of manpower planners and administrators is not funded directly from the institutional grant, institutional support from the grant project makes this activity possible.) The institute coordinates the undergraduate and graduate study of students specializing in manpower within the disciplines of economics, management, political science, anthropology, sociology, psychology, educational psychology, and educational administration. In addition, it is responsible for the Master of Science Program in Human Resources management. Of the 111 students enrolled in the on-campus version of that program during the 1973-74 academic year, 32 graduated and found jobs in the manpower field. The on-campus program requires internships with manpower agencies in and out of Utah for all students who have not had at least a year's previous experience in the manpower field. Forty students served as interns in the 1973-74 school year.

The off-campus version of the Master of Science Program in Human Resources, an in-service upgrading activity for full-time employees of manpower agencies, held courses during the year in Seattle, Portland, New York City, Atlanta, and Trenton. A total of 265 manpower practitioners were enrolled in these courses in the last academic year.

In January 1973, the institute took responsibility for developing and administering the university's Year for ACTION Program, funded by the Federal ACTION agency. Over 40 students who were placed with local community agencies in full-time service roles performed creditably as volunteer service workers while accumulating 45 quarter-hours of academic credit apiece. A few of the students who concentrated on program development activities helped raise more than $800,000 in grants and gifts for the agencies to which they were assigned. Agency and student response to the program was so enthusiastic that despite a 60 percent increase in the number of slots available when the program reopened in 1974, twice as many students applied as could be accommodated. The resulting selection produced a corps of 64 volunteers of exceptionally high caliber and a sharp increase in the number and proportion of minority students involved. The current program includes an experimental component: several of the volunteers are being assigned so that mid-career paraprofessionals are provided released time to attend the university and work toward a bachelor's degree.

AN INVESTIGATION OF THE ECONOMIC IMPACT OF COMPUTER-ASSISTED PLACEMENT SYSTEMS

Willis J. Nordlund
1972

Report Descriptors: JOB PLACEMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB MATCHING; PUBLIC EMPLOYMENT SERVICE

NTIS PB220225 ($12.50)

6-024*

VIRGINIA STATE COLLEGE
PETERSBURG, VA.

Dr. Huey J. Battle, Head, Department of Economics and Director, Bureau of Economic Research and Development

Grant 31-49-70-11
Scheduled for completion fall 1974

Descriptors: RURAL AREAS; LOW INCOME; JOB SEARCH; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL STRUCTURE; MANPOWER UTILIZATION; WOMEN; BLACK/WHITE; RETURNS ON EDUCATIONAL INVESTMENT; INCOME; TAXES; MANPOWER ECONOMICS COURSES; BLACKS; UNIVERSITIES AND COLLEGES; JOB STRUCTURE; UNSKILLED WORKERS; SOCIAL SECURITY ACT; VIRGINIA

The Manpower Research Unit in the Bureau of Human Research and Development has concentrated its research efforts on rural manpower problems in south central Virginia. Periodic interviews are being conducted with 1,000 low-income household heads to elicit information on job-seeking patterns, mobility, and adaptability, and to identify marginally skilled workers in the area. The data are also serving as a partial basis for analyses of rural vs. urban mobility patterns and determinants of migration to rural areas (completed); unemployment statistics, labor market structure, labor utilization, and job search patterns in rural Virginia; and socioeconomic characteristics and labor market activity of rural women in south central Virginia.

In the 1973-74 academic year, grant funds were also invested in two studies of lifetime income redistribution under social security. One sought to ascertain the extent to which the benefits and tax structure of the system redistribute lifetime income across racial subgroups. The other explored the effects of education and age of coverage on lifetime income redistribution under the system.

The bureau's research experience led to its selection by the Caucus of Black Economists as a center to train economists at predominantly black schools in policy-oriented manpower research techniques. Utilizing Ford Foundation funds, the bureau sponsored workshops last year for nine economists from Hampton Institute, Norfolk State College, and North Carolina A & T State University.

6-025*

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Dr. John J. Miller, Director, Rural Manpower Research and Training Project

Grant 31-52-70-12
Scheduled for completion fall 1974

Descriptors: RETIREMENT; AREA PLANNING; CETA PROGRAMS; EFFECTIVENESS OF PROGRAMS; EMPLOYER ATTITUDES; SOCIAL SERVICE EMPLOYEES; CAREER PATTERNS; CAREER GOALS; MANPOWER ECONOMICS COURSES; RURAL AREAS; ASSESSMENT AND EVALUATION; WEST VIRGINIA

Based on research supported by the institutional grant, project staff wrote reports and made presentations during the 1973-74 academic year on such topics as the composition and cost of compulsory retirement; State and local manpower planning; manpower program design and evaluation; values, attitudes, and biographical characteristics that are predictive of a human service worker's skill in working with clients and successful work adjustment; and career patterns and aspirations of graduate social workers.

The project has continued to emphasize manpower concepts and content in its four major graduate curriculums: Human Behavior and the Social Environment, Research, Social Policy, and Social Work Practice. Specific manpower-related courses being offered include labor economics, employment and job development, welfare economics, and social policy. In addition, the School of Social Work (through the project) and the College of Business and Economics (through the Industrial Relations Program) have developed a specialization leading to the master's degree for people engaged in or anticipating careers in manpower planning and evaluation at the local and State levels of government. The interdisciplinary curriculum includes courses in manpower policy, labor market analysis, and manpower planning and evaluation, and an internship component.

Both graduate and undergraduate students are involved in the research efforts of the Rural Manpower Research and Training Project, and all graduate students must devote two semesters or the equivalent to field instruction.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6C. DOCTORAL DISSERTATION GRANTS

This section describes activities in fiscal years 1972 through 1974 under one of two small grant programs authorized by a 1965 amendment to the Manpower Development and Training Act. These programs serve the dual purpose of attracting social science scholars to specialization in the manpower area, while generating new information on critical manpower issues. Doctoral dissertation grants provide support for the dissertation research of Ph. D. degree candidates who have completed all course work for the degree and whose dissertation topics are in the manpower field. With enactment of the Comprehensive Employment and Training Act of 1973, the thrust of the dissertation grant program is toward helping State and local manpower agencies and programs meet their needs for highly skilled personnel and program- and policy-oriented research. (See app. A for application guidelines.)

6-026* THE ACHIEVEMENT PROCESS: AN EXPLORATORY STUDY OF CAREER BEGINNINGS

SYRACUSE UNIVERSITY
UTICA, N.Y.

James P. O'Hair, Doctoral Candidate; Dr. Mark Abrahamson, Sponsor, Department of Sociology

Grant 91-36-71-52
Scheduled for completion fiscal year 1975

Descriptors: PROJECT TALENT; STATUS; UPGRADING; ORGANIZATIONAL ENVIRONMENT; MOTIVATION; MODELS

Assuming that the positions to which an individual moves within and between occupational structures largely determine his social status, this study is analyzing the way in which structural and social psychological influences interact to determine early career mobility and thus define achievement as a process. The researcher is developing a model which conceptualizes the process as one through which the individual acquires various types of resources which interact with his environment to provide him with the means to make the sequence of moves needed to attain a desired goal or status.

Operationally, the model associates each of the steps through which individuals must pass to reach the career goals with the variable conditions for successful mobility into the particular step: their antecedent knowledge of the goals in the environment and of alternative means of achieving those goals, and their accumulation of such other resources as personal attributes, skills, motivations associated with success and failure, capital of various sorts, and role models.

The model will be tested with data for 1960, 1961, and 1965 from the Project Talent data bank for young men who were high school seniors in 1960.

6-027* ADJUSTMENT COSTS IN THE THEORY OF LABOR DEMAND, PRODUCTIVITY, AND UNEMPLOYMENT

YALE UNIVERSITY
NEW HAVEN, CONN.

Jonathan R. Ratner, Doctoral Candidate; Dr. William D. Nordhaus, Sponsor, Department of Economics

Grant 91-09-74-18
Scheduled for completion fall 1974

Descriptors: ADJUSTMENT; PRODUCTIVITY; COSTS; TURNOVER; LAYOFFS; EMPLOYER MANPOWER PLANNING

This study will explore the short-run employment function and isolate the role of costs associated with gross employment flows (i.e., quits, layoffs, etc.). Its objectives are: (1) To incorporate the phenomenon of layoffs into an optimizing model of employment dynamics; (2) to determine what conditions would lead the firm in the short run to substitute alternative production-smoothing techniques for layoffs; (3) to examine the implications for unemployment of the impact of uncertainty on layoffs; and (4) to link the aggregate employment equation developed in this study to an explanation of unemployment.

Sources include published data on the private nonfarm sector, the manufacturing sector, and 2-, 3-, and 4-digit manufacturing industries; a time-series on capital utilization, constructed by Taubman and Gottschalk, which uses data on shift work to build a series on "the average workweek of capital" and a data set compiled by Richard Ruggles on prices and costs for a large sample of firms.

6-028 ADJUSTMENT TO FREER TRADE: AN ECONOMIC ANALYSIS OF THE ADJUSTMENT ASSISTANCE PROVISIONS OF THE TRADE EXPANSION ACT OF 1962 AND OF THE U.S. CANADIAN AUTOMOTIVE TRADE PRODUCTS AGREEMENT OF 1965

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Malcom D. Bale, Doctoral Candidate; Dr. Robert E. Baldwin, Sponsor, Department of Economics

Grant 91-55-73-05
Project completed fiscal year 1974

Descriptors: TRADE EXPANSION ACT; CANADA; TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS; TRANSPORTATION EQUIPMENT INDUSTRY

This study involves a theoretical and empirical evaluation of trade adjustment assistance under the Trade Expansion Act of 1962.

The income of workers who received adjustment assistance was compared to their pre-displaced income, and a model of employment search was formulated and tested. Further, the experience of firms who received adjustment benefits was also evaluated.

It was found that workers who received the service benefits of adjustment assistance have a lower current wage level than those who did not receive such benefits. Firm adjustment assistance, although having a minimal national impact, appeared successful.

It is recommended: (1) That the criteria for adjustment assistance be relaxed; (2) that the time between impact and delivery of the adjustment assistance package be reduced; and (3) that the firm adjustment assistance program be expanded.
August 1973

NTIS PB222473 ($1.45 MF.)

6-029 An Alternative Approach to Economic Development in a Traditional Navajo Community

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-72-13
Project completed fiscal year 1973

Lorraine Turner Ruffing
March 1973

Report Descriptors: ECONOMIC DEVELOPMENT; INDIANS; RURAL AREAS; ETHNIC GROUPS; COOPERATIVES; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS *

6-030* An Analysis of Interregional Labor Force Migration for Manpower Planning

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Morris M. Kleiner, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Economics

Grant 91-17-74-13
Scheduled for completion summer 1974

Descriptors: MIGRATION; GEOGRAPHIC MOBILITY; BLACK/WHITE; MALE/FEMALE; MANPOWER PROJECTIONS

This study will: (1) Determine what factors influence the movement of potential workers; (2) ascertain the role and pattern of geographic migration as a source of employment recruitment; and (3) forecast labor force migration by age, sex, and color for all States and county groups.

Data sources include public use samples from the 1970 census, and economic and manpower forecasts developed by the Bureau of Labor Statistics, the Bureau of Economic Analysis, and the University of Illinois Center for Advanced Computation.

6-031 Analysis of Labor Market Adjustments in the Clerical Temporary Help Market: 1953-60

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-05-70-48
Project completed fiscal year 1972

Robert Stewart Smith
October 1971

Report Descriptors: CLERICAL WORK; TEMPORARY EMPLOYMENT; TEMPORARY HELP SERVICE; LABOR SUPPLY; LABOR DEMAND

NTIS PB202935

6-032 An Analysis of Mature Regions: A Study in Labor Market Dynamics

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-70-52
Project completed fiscal year 1973

David E. Berger
August 1972

Report Descriptors: DEPRESSED AREAS; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS; REGIONAL PLANNING; LABOR MARKET AREAS; LABOR MARKET BEHAVIOR

NTIS PB213452

6-033 An Analysis of Social Criteria and Triggering Mechanisms for Extending Unemployment Benefits

WEBER STATE COLLEGE
OGDEN, UTAH

James D. Van Erden, Doctoral Candidate; Dr. Larry Blair, Sponsor, Department of Economics

Grant 91-49-73-25
Project completed fiscal year 1974

Descriptors: UNEMPLOYMENT BENEFIT EXHAUSTEES; ECONOMIC INDICATORS; UNEMPLOYMENT INSURANCE; TRIGGER FORMULAS

This dissertation attempted to establish and develop suitable criteria for evaluating the performance of trigger mechanisms for determining extended unemployment benefit periods.

A review was made of the current law and a brief summary of legislation leading to its passage was prepared. A quantitative model using concepts from the Theory of Markov Chains was set up which met established criteria. This model was then fully developed and discussed with respect to variations in the economy and their impact on the model.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The model itself may be used as a trigger or may be used as a guide by which to evaluate other trigger mechanisms.

March 1974

NTIS PB230696/AS ($5 HC., $1.45 MF.)

6-034* An Analysis of the Determinants of the Labor Force Mobility of Females

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Pamela J. Heath, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-55-73-24
Scheduled for completion fiscal year 1975

Descriptors: ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; FAMILIES; WOMEN; LABOR MOBILITY

This research will investigate the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis will use data from a longitudinal survey of labor force behavior.

6-035* An Analysis of the Impact of Urban Renewal and Highway Programs on Employment in Black-Owned Businesses

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK, AT ALBANY
ALBANY, N.Y.

George Bruce Hartmann, Doctoral Candidate; Dr. E. F. Renshaw, Sponsor, Department of Economics

Grant 91-36-72-31
Scheduled for completion fiscal year 1975

Descriptors: URBAN RENEWAL; MOBILITY ASSISTANCE; BLACKS; LAYOFFS; HIGHWAY CONSTRUCTION; MINORITY BUSINESS ENTERPRISE; PLANT SHUTDOWN

This appraisal of the employment impact of urban renewal and highway development programs attempts to quantify and describe the characteristics of displaced black employers and employees; analyze patterns of response to displacement; suggest specific Federal relocation measures; and provide a framework for forecasting displacements and the amount of funds required to salvage and upgrade the jobs and businesses affected.

The candidate is compiling self-contained case studies for each of seven major cities. Each case study will include an analysis of the city's economic characteristics and of the relocation experiences of its dislocated businesses. The results of recent surveys of companies displaced by urban and highway development in other cities are also being examined and compared with the case study findings.

6-036* An Analysis of the Labor Market for Policemen

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Louise Berman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

Grant 91-05-70-13; 91-06-71-30
Scheduled for completion summer 1974

Descriptors: WAGE DIFFERENTIALS; LABOR MARKET BEHAVIOR; POLICE; RECRUITMENT

This study analyzes reasons for the general shortages of qualified police personnel. It is examining the determinants of trends in demand for policemen, sources of supply, incentives for attracting new applicants, wage differentials, the responsiveness of supply to changes in wages, effects of alternative policies, the process and rate of adjustment of supply to demand, and the nature of existing shortages.

Data on the labor market behavior of California policemen are being obtained from police departments through interviews and employment records. The costs and benefits of becoming a policeman are being estimated by level of education. Data from a national survey will illustrate the range of recruitment policies and provide a research perspective from which to evaluate the California situation.

6-037* An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969.

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Harriet Zellner, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

Grants 91-34-70-62 and 91-36-72-34
Scheduled for completion fiscal year 1975

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; OCCUPATIONAL STRUCTURE; MALE/FEMALE; EARNINGS

This project analyzes changes from 1900 to 1969 in the educational attainment, earnings, and occupational distribution of women relative to men. Data classified by age, race, marital status, presence of children, and place of residence are being gathered from publications of government agencies and the National Industrial Conference Board.

6-038 An Application of Information Theory to Individual Worker Differences in Satisfaction With Work Itself

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Grant 91-39-71-11
Project completed fiscal year 1972

Thomas E. Standing
August 1971

Report Descriptors: INFORMATION SYSTEMS; JOB SATISFACTION; MOTIVATION; JOB ANALYSIS; WORK ATTITUDES; WORK ENVIRONMENT; WORKER TRAITS

NTIS PB202893

6-039 Asking Wage Behavior of Unemployed Workers: An Empirical Investigation

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Robert L. Crosslin, Doctoral Candidate; Dr. David W. Stevens, Sponsor, Department of Economics

Grant 91-29-72-41
Project completed fiscal year 1974

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYED; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; JOB SEARCH

The purpose of this dissertation is to synthesize and expand recent theoretical models of job search and to test this hybrid model.

A simultaneous equation model of job search is hypothesized and estimated. Relative asking wage and duration of employment are the endogenous factors. Relative asking wage is hypothesized to be a function of changes in the level and composition of economic activity, duration of employment, other than own earnings income, and personal and skill characteristics of the individual. Data to test the model are derived from a study conducted by David Stevens for the Missouri Division of Employment Security.

The study found that relative asking wage is estimated to be negatively associated with the duration of unemployment; most of the decline in the relative asking wage occurs in the first eight weeks. An important implication of the decline in relative asking wage as unemployment lengthens is that unemployed individuals do widen the range of jobs (and wages) which they are willing to accept. Relative asking wage is not estimated to be significantly related to wage received in a former job. Race, sex, and age are not estimated to be significant. Individuals with less than a college degree are estimated to have a significantly lower relative asking wage than those with a college degree.

The apparent willingness of unemployed individuals to accept a range of job opportunities and their willingness to broaden this range of acceptable jobs has important ramifications for the employment service. Registrants with the employment service should not necessarily be classified into particular skill and/or wage classifications for the purposes of determining possible job opportunities and referrals. The results indicate that many individuals are flexible in conditions of employment that they are willing to accept and that individuals should be given more responsibility in determining the range of job openings on file with the employment service in which they are interested for referral.

August 1973

NTIS PB222019 ($8.75)

6-040* Assessment of Organizational Climates and the Appropriateness of Classical Management Theory and Human Relations Theory Under Various Contingencies

NEW YORK UNIVERSITY
NEW YORK, N.Y.

John Andrew Langdale, Doctoral Candidate; Dr. Raymond A. Katzell, Sponsor, Department of Psychology

Grant 91-36-73-29
Scheduled for completion fiscal year 1975

Descriptors: MANPOWER NEEDS; MANPOWER UTILIZATION; ORGANIZATIONAL ENVIRONMENT; EMPLOYER MANPOWER PLANNING

This study will investigate organizational environments and their influence upon manpower requirements and utilization. After a survey of the literature and some theoretical speculation, 11 contingencies will be isolated. If organizations are open systems in process of adaptation, it is expected that they will manifest either human relations or classical climates, depending upon the 11 contingencies. Member preferences for classical or human relations climates should also be moderated by the contingencies.

The study sample will be key personnel in approximately 20 organizational units in the New York City area.

6-041 Assets, Labor Supply, and the Consumption of Goods Over the Life Cycle (Three Essays on the Formulation and Estimation of a Time Allocation Mode)

PRINCETON UNIVERSITY
PRINCETON, N.J.

James J. Heckman, Doctoral Candidate; Dr. Albert Rees, Sponsor, Department of Economics

Grant 91-32-69-66
Project completed fiscal year 1974

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INCOME; HOUSEHOLDS; MATHEMATICAL MODELS; LABOR SUPPLY; CONSUMPTION

This report consists of three essays on household labor supply and market goods demand. The first essay utilizes the hypothesis that individuals may forego time and money in a current time period to raise their wages in future periods. The second essay considers the problem of estimating parameters of household supply and market goods demand equation which are consistent with the inequality restrictions of consumer theory. The third essay considers the impact of time restrictions on the parameter values of household demand and labor supply functions.

The author uses life cycle models in both static and dynamic forms.

Essay 1: The study found that static models are inadequate for a full understanding of empirical consumer behavior. The author prefers the method of comparative statics and the assumption of separability of preferences. Essay 2: The author proposes new functional forms for estimating the labor supply equations of household members; the new procedure estimates the labor supply equations for both the head of household and the wife. This procedure produces parameter estimates more consistent with the inequality restrictions of a priori theory methods currently used by most labor economists. Essay 3: The study concedes that the existence of a constraint on the wife's time will, in general, reduce the absolute size of the compensated substitution effect parameter of all other household goods including the head's labor supply.

1974

NTIS PB229254/AS ($5 HC., $1.45 MF.)

6-042 BACKGROUND CHARACTERISTICS, ORIENTATION, WORK EXPERIENCE, AND WORK VALUES OF EMPLOYEES HIRED FROM HUMAN RESOURCES DEVELOPMENT APPLICANTS BY COMPANIES AFFILIATED WITH THE NATIONAL ALLIANCE OF BUSINESSMEN (NAB)

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Grant 91-37-70-53
Project completed fiscal year 1972

James G. Goodale
August 1971

Report Descriptors: HUMAN RESOURCE DEVELOPMENT POLICY; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); WORK ATTITUDES; ORIENTATION; LOW-LEVEL OCCUPATIONS; STATUS; EMPLOYMENT PATTERNS; DISADVANTAGED

NTIS PB202941 ($3.75)

6-043* BLUE-COLLAR WORKER RESPONSE TO THE 4-DAY WORKWEEK

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

David M. Maklan, Doctoral Candidate; Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-74-10
Scheduled for completion fiscal year 1975

Descriptors: BLUE-COLLAR WORKERS; WORK SCHEDULES; MEN; ADJUSTMENT

The aim of this study is to appraise the adjustment of workers shifted from a 5-day to a 4-day workweek. Emphasis is being placed on the workers' behavioral and psychological responses to the new schedule relative to their roles as husbands and parents.

The prospective sample consists of 225 married, male, blue-collar workers—150 of whom are about to begin a 4-day-a-week work schedule and 75 of whom are remaining on the standard 5-day schedule and will serve as a control group. The men will be interviewed and tested initially just before the new schedule is adopted, and again, 6 months later. Information will be gathered in these interviews on personal characteristics, motivations, values, attitudes, self-perceptions, subjective perceptions of family relationships, work, and leisure time activities. Objective data on behavior will be obtained through the workers' keeping a time-budget diary of their activities during 1 week in each of the two test periods.

6-044 CAREER PATTERNS AND VALUES: A STUDY OF MEN AND WOMEN IN SCIENCE AND ENGINEERING

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-69-11 and 91-34-70-05
Project completed fiscal year 1972

Deborah S. David
1972

Report Descriptors: MALE/FEMALE; WORK ATTITUDES; ATTITUDES; CAREER PATTERNS; ENGINEERS; SCIENTISTS

NTIS PB208305 ($6.75)

6-045 CAREER PATTERNS OF WOMEN PHYSICIANS

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grants 91-23-66-59 and 91-23-67-45
Project completed fiscal year 1972

Jane Gaudette Jones
1972

Report Descriptors: CAREER PATTERNS; WOMEN; ROLE CONFLICT; HEALTH MANPOWER; PHYSICIANS

NTIS PB202896

6-046* CAREER PATTERNS OF 2-YEAR COLLEGE GRADUATES

THE STATE UNIVERSITY OF NEW YORK, AT BUFFALO
BUFFALO, N.Y.

Robert E. Allen, Doctoral Candidate; Dr. Thomas G. Gutteridge, Sponsor, Department of Organization and Human Resources

Grant 91-36-73-13
Scheduled for completion fiscal year 1975

Descriptors: UNIVERSITIES AND COLLEGES; LABOR MARKET BEHAVIOR; OCCUPATIONAL MOBILITY; JOB SEARCH; GEOGRAPHIC MOBILITY; COLLEGE GRADUATES; EDUCATION EFFECT ON CAREER PATTERNS

This study of the labor market experience and career patterns of alumni of 2-year colleges makes the following comparisons: (1) Business vs. engineering graduates; (2) graduates who transfer to 4-year colleges vs. those who do not; and (3) 2-year college graduates vs. graduates of public community colleges. The study also examines the occupational and geographic mobility of 2-year college graduates and attempts to predict their career success on the basis of such criteria as academic excellence, demographic characteristics, job-search experiences, and length of time since graduation.

Data are being drawn from the records of two public and two private 2-year colleges in western New York State. Questionnaires are being sent to 3,000 alumni of these schools who graduated between 1962 and 1971.

6-047* CAREERS OF UPWARD BOUND ALUMNI

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Nancy S. Netting, Doctoral Candidate; Dr. Nathan Glazer, Sponsor, Department of Social Relations

Grant 91-23-70-60
Scheduled for completion fiscal year 1975

Descriptors: UPWARD BOUND; DISADVANTAGED; COLLEGE PREPARATION; YOUTH

This study follows up a group of young people who have participated in Upward Bound—an intensive 3-year college preparatory program for disadvantaged students with "undeveloped" college potential who enter the program as high school sophomores.

The sample consists of 100 young people who completed at least 1 year in the program at the University of Hartford—60 who went on to college and 40 who dropped out of Upward Bound and may or may not be in school. The researcher will trace their job and educational histories in individual interviews in an attempt to: (1) Isolate variables which have influenced their decisions during and since participation in Upward Bound; and (2) pinpoint characteristics which distinguish the students who went on to college from those who did not.

6-048 CHANGES IN LABOR FORCE PARTICIPATION

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-05-70-42 and 91-06-71-33
Project completed fiscal year 1973

Michael D. Hurd
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; WAGES; WAGE DIFFERENTIALS; FAMILIES

NTIS PB220517

6-049* CHANGES IN STATE LABOR LEGISLATION FOR WOMEN, 1900-1973: A SOCIAL INDICATOR'S APPROACH

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Ronnie Steinberg Ratner, Doctoral Candidate; Dr. Richard Maisel, Sponsor, Department of Sociology

Grant 91-36-74-42
Scheduled for completion spring 1975

Descriptors: LAW; WOMEN; STATE AND LOCAL GOVERNMENT; SOCIAL CHANGE; LABOR LAWS

This research will investigate aspects of American protective labor legislation for women at the State level. The two major questions to be addressed are: (1) What are the patterns in the emergence and growth of these laws over time? (2) How do trends in these laws relate to broader economic, social, and political changes in the United States?

A set of State-by-State indexes depicting changes in protective labor legislation will be derived from relevant statutes. Using the definition of State labor laws for women advanced by the Women's Bureau in the 1969 *Handbook of Women Workers*, the researcher will distinguish 12 specific sets of laws that might apply to any State. Special attention will be given to laws regulating wages and hours.

The sample will consist of: (1) The six States with the largest population since 1930, and (2) half of the remaining States, drawn by means of systematic sampling.

6-050 CHOICE OF SCIENCE CAREERS AMONG COLLEGE MEN: AN ANALYSIS OF SELECTED PROBLEMS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-09
Project completed fiscal year 1973

Jeffrey G. Reitz
September 1972

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: STUDENTS; CAREER CHOICE; SCIENTISTS; MOTIVATION; YOUNG MEN; STATUS; UNIVERSITIES AND COLLEGES

NTIS PB213590

6-051* Company Programs to Train the Disadvantaged: The Impact of Company Factors on Trainees

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Paul F. Salipante, Jr., Doctoral Candidate; Dr. Paul S. Goodman, Sponsor, Graduate School of Business

Grant 91-17-71-22
Scheduled for completion fiscal year 1975

Descriptors: DISADVANTAGED; TRAINING PROGRAM MANAGEMENT; JOB PERFORMANCE; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); TRAINING EFFECTIVENESS AND IMPACT

This project examines different characteristics of companies and their training programs and relates this to the job performance, turnover, and absenteeism of disadvantaged trainees and to the characteristics of the training group.

A sample of 100 training programs in five cities has been selected from a cross-section of firms which participate in the Job Opportunities in the Business Sector (JOBS) program. Information on job characteristics, work behavior, and the characteristics of the training programs and the training groups is being collected in interviews with program teachers and directors and from questionnaire returns from the trainees' foremen. Recent growth and profit trends and other background data on the firms are being collected from published sources.

6-052 A Comparative Study of Teachers' Attitudes Toward Men and Women Department Heads in Large City Secondary Schools

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-72-15
Project completed fiscal year 1973

Frances Cecile Roussell
January 1973

Report Descriptors: TEACHERS; HIGH SCHOOLS; ORGANIZATIONAL ENVIRONMENT; WORK ATTITUDES; SUPERVISION; SEX DIFFERENCES; MALE/FEMALE

NTIS

6-053 A Comparison of Probation Officers and Volunteers

UNIVERSITY OF COLORADO
BOULDER, COLO.

Grant 91-06-70-38
Project completed fiscal year 1973

James Carlton Howell
1972

Report Descriptors: ATTITUDES; EFFECTIVENESS OF PROGRAMS; CORRECTIONS; REHABILITATION; PROBATION OFFICERS; COUNSELING AND GUIDANCE; VOLUNTEERS

NTIS PB210404

6-054* Computable National Models of the Distribution of Factor Income

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James Medoff, Doctoral Candidate; Dr. Wassily Leontief, Sponsor, Department of Economics

Grant 91-25-74-41
Scheduled for completion spring 1975

Descriptors: INCOME; EARNINGS; WAGES; INCOME DIFFERENTIALS; INCOMES POLICY; ECONOMIC POLICY; WAGE DIFFERENTIALS

This study will develop models to analyze: (1) The effects of various structural changes within market economies on the distribution of factor income by individual, family, and factor; and (2) changes in the cost of living of different income groups due to economic shocks.

Data on 45 industries will be obtained from the Department of Commerce, Harvard University, the Bureau of Economic Analysis, and the Federal Reserve System.

6-055 A Critique of Duncan's Stratification Research

DUKE UNIVERSITY
DURHAM, N.C.

Norville D. Crowder, Doctoral Candidate; Dr. Joel Smith, Sponsor, Department of Sociology and Anthropology

Grant 91-35-68-15
Project completed fiscal year 1974

Descriptors: ECONOMIC STATUS; SOCIAL STRUCTURE; EARNINGS; STATUS; OCCUPATIONAL CLASSIFICATION

This critique questioned Otis Dudley Duncan's interpretation of his research on the nature and process of the distribution of rewards in the U.S. stratification system.

A reanalysis of primary survey data is presented, coupled with notations of statistical and conceptual flaws in

Duncan's models. Based upon a reinterpretation of this data, a reconceptualization of the reward distribution process is offered.

It is suggested that a plausible source of Duncan's research error is one of presuppositional bias, especially in the American egalitarian achievement ideology. It is further suggested that this bias is present in every functionalist theoretical statement about the stratification system and is not an isolated analytical error in Duncan's research.

The author recommends specific directions for future stratification research to permit heightened understanding of the relationship between structural or systemic conditions and individual achievement, including: measurement of job performance by income distributors and income recipients; acquisition of information, both demographic and longitudinal, about income distributors; a closer examination of low-earner and high-earner abnormalities, and synchronization of educational and occupational institutions.

May 1974

NTIS PB231343/AS ($3.75 HC., $1.45 MF.)

6-056* DEMAND AND TRAINING FOR DENTAL HYGIENISTS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Norbert W. Budde, Doctoral Candidate; Dr. Edward D. Kalachek, and Dr. Murray Weidenbaum, Sponsors, Department of Economics

Grant 91-27-69-38
Scheduled for completion fiscal year 1975

Descriptors: LABOR SUPPLY; LABOR DEMAND; TRAINING EFFECTIVENESS AND IMPACT; HEALTH MANPOWER

This study is examining the range of activities within a dentist's practice in which a hygienist can substitute for the dentist; determining the optimal mix of these activities; and deriving a demand and supply curve for hygienists.

Dentists who employ hygienists and those who do not are being interviewed concerning the time they spend on various tasks which both they and hygienists can perform and the total volume of services their practices provide. The demand estimate for hygienists is based on substitution possibilities and the value of the dentists' time in terms of the size of their practices. The supply estimate builds on the results of other studies and takes into account such factors as expected rate of return on investment in training, availability and cost of training, and present competition to enter training.

6-057* THE DEMAND FOR LABOR OF UNCERTAIN QUALITY

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Kenneth Wolpin, Doctoral Candidate; Prof. Finis Welch, Sponsor, Department of Economics

Grant 91-36-74-20
Scheduled for completion fiscal year 1975

Descriptors: PRODUCTIVITY; LABOR MARKET BEHAVIOR

This study will: (1) Develop models of the value of information about worker productivity; (2) examine these models for their predictive capability; and (3) compare observed market behavior to that predicted by the models.

The 1967 Survey of Economic Opportunity will be used to obtain information on individuals in 12 large cities. Regression analysis will be employed to demonstrate the theoretical implications of the models.

6-058* THE DEMAND FOR LABOR SERVICES IN THE SHORT AND LONG RUN: A SIMULTANEOUS EQUATION ECONOMETRIC FRAMEWORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Petros K. Sabatacakis, Doctoral Candidate; Dr. Maurice Wilkinson, Sponsor, Graduate School of Business

Grant 91-36-74-09
Scheduled for completion fiscal year 1975

Descriptors: LABOR FORCE PARTICIPATION; PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND

This study will develop an econometric framework within which to: (1) Determine the effects of output, prices, and investment on the demand for labor services; and (2) analyze the demand for labor for integration with a labor supply and wage equation to provide a full econometric description of the labor market.

The framework will be applied to the private domestic manufacturing sector as well as to individual 2- or more digit industries to determine whether the results obtained at the aggregate level hold at the industry level; and to enable examination of the characteristics of specific industries with respect to employment changes resulting from changes in relative prices, rate of technological advance, and output requirements.

Data on the aggregate manufacturing sector will be obtained from BLS *Earnings and Employment* and the Survey of Current Business. Industry data will be drawn from Federal Reserve Board and Bureau of Labor Statistics publications.

6-059* THE DEMAND FOR MUNICIPAL EMPLOYEES

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Robert E. Hopkins, Doctoral Candidate; Dr. Michael L. Wachter, Sponsor, Department of Economics

Grant 91-42-74-07
Scheduled for completion fiscal year 1975

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: STATE AND LOCAL GOVERNMENT; LABOR DEMAND

This study of the determinants of municipal employment focuses on the effects of the degree and source of control for city expenditures. The basic theoretical structure of the study will be the same as that employed in Grant 91-17-71-26.

Using Census of Governments data for 41 major cities, employment equations for 12 categories of city government activity will be estimated.

6-060* The Depreciation of Human Capital

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Marc P. Freiman, Doctoral Candidate; Dr. W. Lee Hansen, Sponsor, Department of Economics

Grant 91-55-74-19
Scheduled for completion winter 1975

Descriptors: HUMAN CAPITAL; TAXES; MEN

This study will construct time paths depicting the annual depreciation in value of the human capital of the average worker within selected occupations. The candidate will attempt to determine whether these time paths can be accurately characterized by certain roles and, if so, what this implies for the feasibility of income tax deductions for the depreciation of human capital.

The principal research source is National Bureau of Economic Research-Thorndike data, which contain recent and longitudinal information on the educational and occupational histories of a sizeable sample of males originally studied in World War II.

6-061 A Descriptive Survey of Part-Time Employment in Food Services in Ohio

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Jeanne Whitman Prodell, Doctoral Candidate; Rachel M. Hubbard, Sponsor, Department of Home Economics

Grant 91-37-70-55
Project completed fiscal year 1974

Descriptors: INDUSTRY PRACTICES; FOOD SERVICE INDUSTRY; PART-TIME EMPLOYMENT; JOB SATISFACTION; UNSKILLED WORKERS; OHIO

This study weighs the potential of part-time employment for the food service industry.

Eighty food service firms in four metropolitan areas in Ohio were surveyed to determine the general characteristics of existent part-time employment and the socioeconomic profiles of the workers. Two major segments of the food service industry surveyed were the restaurant segment from the commercial sector and the health care segment from the institutional sector. Structured interviews were used to collect data.

The study concluded that part-time employment averaged 30 percent of total employment in the sample firms with wide variance among the firms. Skill level of part-time positions, selection criteria, use of in-service training, and compensation policies were determined for sample firms in both segments of the industry. Commonalities as well as some great differences among firms and between segments were found. Identity data were collected from the employee sample to contribute to development of a socioeconomic profile of the food service employee.

Further study is needed to determine if trends in part-time employment and the socioeconomic profile of the food service employee revealed by the survey typify the food service industry as a whole.

June 1973

NTIS PB224170/AS ($9 HC., $1.45 MF.)

6-062* The Design of A Guaranteed Job Program

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Lawrence S. Seidman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

Grant 91-06-73-02
Scheduled for completion fiscal year 1975

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENT; LOW-WAGE JOBS; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

This project investigates the theoretical background, administrative feasibility, economic impact, and costs and benefits of a guaranteed job program. Its underlying objective is to test guaranteed job program proposals and theory against the concrete experience of related programs.

The analysis will be based on information derived from two sources: (1) Published data, including unemployment rates and capacity utilization rates during periods of inflation for various occupational groups, labor force participation rates, and the number of jobs paying less than the guaranteed minimum wage; and (2) interviews with local and Federal administrators of the Public Employment Program, Job Opportunities in the Business Sector, and related manpower programs.

6-063* The Determinants of Educational Attainment and Adult Status Among Brothers: The Kalamazoo Study

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Michael R. Olneck, Doctoral Candidate; Christopher S. Jencks, Sponsor, Department of Sociology

Grant 91-25-74-43
Scheduled for completion winter 1975

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; RETURNS ON EDUCATIONAL INVESTMENT, LONGITUDINAL SURVEYS; YOUNG MEN; TESTING; FAMILIES; ATTAINMENT; STATUS; MICHIGAN, KALAMAZOO

Longitudinal data for a sample of 1,200 sets of brothers drawn from the Kalamazoo public school records for 1928-1950 will be analyzed to estimate the impact of overall family background, tested ability, and noncognitive traits on education and economic attainment.

Regression and path analysis techniques will be employed in analyses over individuals and families, and within families. The results of these analyses will be compared to determine the extent to which: (1) The impact of family background operates through measures of socioeconomic status; and (2) the exclusion of unmeasured aspects of family background has resulted in biased estimates of the impact of test scores and education on adult occupation and income.

6-064 The Determinants of Hours of Work for Low-Income Family Heads: A Statistical Analysis

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Grant 91-38-70-31
Project completed fiscal year 1972

Carl Dean Parker
August 1971

Report Descriptors: LABOR SUPPLY; WAGE STRUCTURE; INCOME; WORK SCHEDULES; FAMILY ASSISTANCE PLAN

NTIS PB205814

6-065 Determinants of the Occupational Employment of Black and White Male Teenagers

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-70-21
Project completed fiscal year 1973

Gelvin L. Stevenson
May 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; YOUNG MEN; BLACK/WHITE; OCCUPATIONAL ASSIGNMENT; TEENAGERS; LABOR FORCE BEHAVIOR

NTIS PB220862

6-066 A Determination of Investment Priorities in Urban Black Communities

PRINCETON UNIVERSITY
PRINCETON, N.J.

Vernon J. Dixon, Doctoral Candidate; William J. Baumol, Sponsor, Department of Economics

Grant 91-32-70-41
Project completed fiscal year 1974

Descriptors: COST EFFECTIVENESS; BLACKS; BLACK COMMUNITIES; MINORITY BUSINESS ENTERPRISE; INVESTMENT; ECONOMIC DEVELOPMENT

This thesis is concerned with the question: Given a fixed amount of available resources for use in black urban community development, does the optimal use of these resources in terms of pretax and posttax income require investing them in human capital projects (training unskilled workers) or in physical capital projects?

The author uses cost-benefit analysis to determine optimum resource allocation. The effects of the two programs were evaluated through a comparison of the differences in the incomes and costs associated with each program. The benefits credited to each program consisted of the difference between income earned by a (former) participant in the program and the income that he would have obtained in the absence of the program as indicated by the data for a control group. Additional data were obtained through personal interviews.

The results of this study indicated that both programs yielded positive net pretax income benefits to society and net posttax income benefits to black participants. Regarding manpower training, the study came to the following conclusions: (1) Candidates who choose the basic education training programs should be given the highest priority followed by applicants (in this order) for mechanical, clerical, and food and marketing; (2) black male candidates should be accepted before black females; and (3) black applicants who are not employed should be accepted in preference to employed applicants. The initial evidence suggested that society will achieve the highest possible return for its subsidy dollar by continuing to create new black-owned business along with the stimulation of established ones.

It is recommended that considerable resources should continue to be devoted to both programs in the Bedford-Stuyvesant area.

August 1973

NTIS PB230644/AS ($6 HC., $1.45 MF.)

6-067* Determining the Rate of Wage Inflation: An Alternative Predictor to the Unemployment Rate

BROWN UNIVERSITY
PROVIDENCE, R.I.

John M. Barron, Doctoral Candidate; Dr. Herschel Grossman, Sponsor, Department of Economics

Grant 91-44-74-39
Scheduled for completion spring 1975

---

*Ongoing project — final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Descriptors: WAGES; INFLATION; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC INDICATORS; DURATION OF UNEMPLOYMENT; JOB SEARCH

This study focuses on the relationship of wage change to labor market conditions to derive a proxy for a vacancy series, the average duration of unemployment, that is readily available for empirical testing. In addition, the study examines search in the labor market, when search entails finding a vacancy and then deciding whether the wage is suitable. Preliminary tests using average duration of unemployment instead of unemployment rates have resulted in a substantially improved fit of the empirical relation.

6-068* THE DIFFERENTIAL EFFECTS OF REDUCED RESEARCH FUNDING ON UNIVERSITY SCIENTISTS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Margit A. Johansson, Doctoral Candidate; Dr. Allen H. Barton, Sponsor, Bureau of Applied Social Research

Grants 91-34-70-63; 91-34-69-50
Scheduled for completion fiscal year 1975

Descriptors: FEDERAL FUNDING; UNIVERSITIES AND COLLEGES; WORK ATTITUDES; TEACHERS; SCIENTISTS

This study is assessing the impact of recent reductions in Federal research funding at a major university. From interviews, questionnaires, and college records, answers are being sought to such questions as: (1) What are the characteristics of the faculty, nonfaculty, and student researchers who do (or do not) continue to receive Federal support? (2) Which researchers sustain productivity despite fund reductions? (3) How do fund cuts affect researchers' alternative activities, self-esteem, and relations with colleagues?

6-069* THE DUAL LABOR MARKET: ITS EXISTENCE AND CONSEQUENCES

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Samuel Rosenberg, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Grant 91-06-74-04
Scheduled for completion summer 1974

Descriptors: DUAL LABOR MARKETS; UNDEREMPLOYMENT; UNEMPLOYMENT; URBAN AREAS; INCOME; POVERTY AREAS

For males aged 22-64, this study examines the dual labor market theory's explanation for the unemployment and underemployment characteristics of low-income urban areas. It will define specific occupations in the primary and secondary labor markets; assess the degree of mobility between the two sectors and the degree of turnover in the secondary sector; and investigate wage and income determination in the two sectors.

Data sources include the *1970 Census of Population and Housing, Employment Profiles of Selected Low-Income Areas;* an unpublished Ph.D. thesis by Robert E. B. Lucas, *Working Conditions, Wage-Rates, and Human Capital: A Hedonic Study*, which reduced the DOT job titles to the 295 1960 census occupations; *County Business Patterns;* and *Census Tracts.* The researcher will make a priori assumptions and place occupations in either the primary or secondary labor market based on the following job characteristics: skill requirements; wage level; annual income earned in occupation both of full-time, full-year workers and of part-time, part-year workers; turnover; and qualitative working conditions.

6-070 EARLY CAREER ALIENATION AND SOCIOECONOMIC ATTAINMENTS OF A RURAL POPULATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Luther B. Otto, Doctoral Candidate; David B. Featherman, Sponsor, Department of Sociology

Grant 91-55-72-49
Project completed fiscal year 1974

Descriptors: YOUNG MEN; JOB SATISFACTION; OCCUPATIONAL MOBILITY; ALIENATION; STATUS; CAREER PATTERNS

The principal objective of this study is to estimate the antecedents of alienation for a male age cohort currently in the early career stage of its life cycle. The theoretical model sequentially attributes effects to status of origin, adolescent personality characteristics, and current socioeconomic status.

The data are from a panel study of 17-year old male respondents who were enrolled in Michigan high schools in 1957 and participated in a 1972 followup study. Of an original 442 participants, 304 or 70.69 percent were successfully located and participated in this part of the second wave study 15 years later. Data analysis is by multiple regression and path analysis.

The general conclusion is that the operational definition of alienation is of critical importance in interpreting the findings inasmuch as specific forms of alienation manifest unique patterns of antecedents and consequences. Specific indicators of adolescent social integration positively affect early career attainments. It is proposed that adolescent social integration provides either the setting for learning high attainment aspirations or a context for learning interpersonal skills that benefit later attainments.

Two additional directions for further research were suggested. The first proposed a test of Spady's (1970) hypothesis; that the effect of adolescent social involvement on later attainment is a consequence of interpersonal skills in adolescent social participation. Finally, given the wealth of alienation measures available in the study, one may want to redefine alienation in ways consistent with other specific theoretical formulation.
November 1973

NTIS PB224956/3AS ($5.75 HC., $1.45 MF.)

6-071* An Econometric Analysis of Unemployment Insurance Payments: A Time Series Study of Detroit, Michigan

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY

Stephen T. Marston, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-74-03
Scheduled for completion fiscal year 1975

Descriptors: UNEMPLOYMENT INSURANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT BENEFIT EXHAUSTEES; MICHIGAN, DETROIT

This study will develop a model to forecast levels of three unemployment insurance variables for Detroit: (1) Number of unemployment insurance claims; (2) number and amount of compensation payments; and (3) number of people who will receive their final unemployment insurance payment and become ineligible for further compensation.

Four sources will be used to estimate this model: (1) employment service and Bureau of Labor Statistics industry employment data for Detroit; (2) unemployment and labor force data calculated from the unemployment insurance records of the Michigan Employment Security Commission; (3) job openings and labor turnover data derived from a sample of cooperating firms included in the unemployment insurance program; and (4) data on unemployment insurance collected by branch offices of the Michigan Employment Security Commission.

6-072 An Econometric Model of Minority Hiring among Manufacturing Industries

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-42-72-33
Project completed fiscal year 1973

Peter Konijn
October 1973

Report Descriptors: HIRING PRACTICES; MINORITIES; DISCRIMINATION; MANUFACTURING; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB224809/AS ($3.75 HC., $1.45 MF.)

6-073* An Econometric Study of University of Massachusetts Faculty Salary Differentials

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Emily P. Hoffman, Doctoral Candidate; Dr. Ronald G. Ehrenberg, Sponsor, Department of Economics

Grant 91-25-74-27
Scheduled for completion spring 1975

Descriptors: WAGES; SALARY COMPARABILITY STUDIES; TEACHERS; UNIVERSITIES AND COLLEGES; WAGE DIFFERENTIALS; MALE/FEMALE; MINORITIES

This study will develop and test a model to predict salaries of University of Massachusetts faculty to see if faculty are indeed rewarded more for research and publication than for teaching, administrative duties, or public service. In addition, the candidate seeks to determine how effectively the market mechanism functions to allocate professional resources at the university, and whether female or minority group faculty members receive the same salaries and promotions as similarly qualified white males.

6-074 An Economic Analysis of the Job Corps

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-69-53
Project completed fiscal year 1972

Stephen R. Engleman
1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; RETURNS ON EDUCATIONAL INVESTMENT; JOB CORPS; BLACK/WHITE; AGE DIFFERENCES

NTIS PB202891

6-075 Economic and Psychological Analysis of Labor Mobility: A Study of the Indiana Secondary School Teacher

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-16-68-13
Project completed fiscal year 1973

Robert E. Otlewski
September 1972

Report Descriptors: GEOGRAPHIC MOBILITY; ATTITUDES; LABOR MOBILITY; MOTIVATION; ECONOMIC ANALYSIS AND ECONOMETRICS; TEACHERS; JOB SATISFACTION; INDIANA

NTIS PB220904 ($6)

6-076 Economic Aspects of Higher Education Taken Under the World War II GI Bill of Rights

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Grants 91-37-70-34 and 91-39-71-34
Project completed fiscal year 1973

Thrainn Eggertsson
July 1972

Report Descriptors: G.I. BILL OF RIGHTS; ECONOMIC ANALYSIS AND ECONOMETRICS; VETERANS; GOVERNMENT POLICIES; UNIVERSITIES AND COLLEGES

NTIS PB211219

6-077* ECONOMIC DEPRIVATION, OCCUPATIONAL IDEOLOGY, AND POLITICAL CHANGE: A STUDY OF ENGINEERS AND APPLIED SCIENTISTS IN CALIFORNIA

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Howard P. Greenwald, Doctoral Candidate; Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Grant 91-06-73-28
Scheduled for completion fiscal year 1975

Descriptors: WORK ATTITUDES; ENGINEERS; SCIENTISTS; UNEMPLOYED; ATTITUDES; CALIFORNIA

This study will examine whether economic deprivation among unemployed engineers and applied scientists in the San Francisco Bay area causes: (1) Greater satisfaction or dissatisfaction with management practices observed during employment; (2) changes in occupational ideology; and (3) changes in political thinking.

The study will compare 250 individuals who have experienced unemployment during the last year with 250 who have been steadily employed during the same period—the unemployed to be selected from a list furnished by the California Department of Human Resources Development, the steadily employed from voter registration records.

6-078 ECONOMICS OF JOB SEARCH: A BIRACIAL ANALYSIS OF JOB SEARCH BEHAVIOR IN URBAN MALE YOUTH AGED 18-21

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-72-02
Project completed fiscal year 1973

Stanley P. Stephenson, Jr.
February 1973

Report Descriptors: JOB SEARCH; URBAN AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH; BLACK/WHITE; YOUNG MEN

NTIS PB216163 ($10)

6-079 THE ECONOMICS OF MILITARY MANPOWER SUPPLY IN CANADA

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-06-71-07 and 91-06-72-16
Project completed fiscal year 1973

Ernie S. Lightman
November 1972

Report Descriptors: CANADA; ARMED FORCES; RECRUITMENT; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES

NTIS PB213392

6-080 THE ECONOMICS OF SEX DISCRIMINATION

DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-37-72-26
Project completed fiscal year 1973

Janice F. Madden
September 1972

Report Descriptors: SEX DISCRIMINATION; ECONOMIC ANALYSIS AND ECONOMETRICS; MALE/FEMALE; MANPOWER UTILIZATION; WOMEN; LABOR MARKET BEHAVIOR

NTIS PB213477 ($6.75)

6-081* EDUCATION AND JOBS: AN EXPLORATORY STUDY OF PUBLIC WELFARE SOCIAL SERVICE TASKS IN RELATION TO EDUCATION PREPARATION

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Wilbur A. Finch, Doctoral Candidate; Dr. Robert Pruger, Sponsor, School of Social Welfare

Grant 91-06-74-16
Scheduled for completion summer 1974

Descriptors: WELFARE PROGRAMS; WELFARE LEGISLATION; EDUCATION EFFECT ON CAREER PATTERNS; SOCIAL SERVICE EMPLOYEES

This study will: (1) Identify and define similarities and differences in social service worker behavior; and (2) develop a classification plan to identify and define differences in work tasks relative to level of educational preparation for the social services.

While the analysis will be based on data collected through observation and interviews, the classification plan will be developed from the "National Task Bank" assembled by the Department of Health, Education, and Welfare. The bank contains descriptions of 606 tasks in the public welfare field contributed by eight States and the Social and Rehabilitation Service. These descriptions will be compared with task statements collected elsewhere to assure consistency in the application and use of measurement scales.

6-082 The Effect of Becoming Employed on Self-Image

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-05-71-25 (formerly Grant 91-05-70-46)
Project completed fiscal year 1973

Herman Borenzweig
April 1973

Report Descriptors: EMPLOYMENT PATTERNS; ORIENTATION; REHABILITATION; STATUS; ATTITUDES; BEHAVIOR MODIFICATION; DISSERTATIONS

NTIS

6-083* The Effect of Federal Civil Rights Legislation on the Occupational Position of Minorities and the Structure of Occupational Discrimination

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Andrea Harriet Beller, Doctoral Candidate; Dr. James J. Heckman, Sponsor, Department of Economics

Grant 91-36-73-07
Scheduled for completion fiscal year 1975

Descriptors: RACIAL DISCRIMINATION; BLACKS; ECONOMIC POLICY; OCCUPATIONAL STATUS; CIVIL RIGHTS ACT (1964); MINORITIES

This study appraises recent changes in the extent and structure of racial discrimination in employment in an effort to quantify the impact of public policy on the occupational status of blacks.

Employers' reports to the Equal Employment Opportunity Commission for the years 1966 and 1970 are being used to trace changes in the proportion of blacks hired by specific firms and industries and in the occupational position of blacks. Holding constant variables such as size of industry and potential supply of black workers, the data are being analyzed to gauge the effect of civil rights laws and their enforcement (measured by the actual number of suits filed and/or successfully completed). Economic data are being derived from the 1963 and 1967 Censuses of Manufactures, the 1960 and 1970 Censuses of Population, and the 1967 Survey of Economic Opportunity.

6-084 The Effect of Housing Discrimination on the Negro's Journey to Work

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

William G. Moss, Doctoral Candidate; Dr. Frank S. Levy, Sponsor, Department of Economics

Grant 91-06-71-09
Project completed fiscal year 1974

Descriptors: RACIAL DISCRIMINATION; ECONOMIC ANALYSIS AND ECONOMETRICS; HOUSING SEGREGATION; COMMUTING; CALIFORNIA, SAN FRANCISCO BAY AREA

The purpose of this study is to determine the effect of housing discrimination and the resulting segregation in the San Francisco Bay Area on black welfare through its effect on the journey to work.

The determinants of housing preferences are the social and economic characteristics of the households. In this model, households trade off transportation costs for housing cost saving. The model is tested by developing an equation explaining the time equivalent of journey-to-work distance by the socioeconomic characteristics of the households. Multiple regression techniques are used to estimate the parameters of the equation using household survey data for a cross section of black and white households.

Holding the socioeconomic characteristics of the households constant, blacks employed in the central city commute shorter distances and those employed in the suburbs commute longer distances than whites employed at the same locations. The longer commute implies greater transportation costs in time and money, while the shorter commute is offset by more expensive central city housing. These differences are attributed to racial discrimination in the housing market that restricts blacks to central city neighborhoods. These results are contrasted with the decentralization of most employment in the San Francisco Bay Area, especially in blue-collar jobs, and with the decentralization of white residences.
April 1973

NTIS PB224773/AS ($6.75 HC., $1.45 MF.)

6-085* The Effect of Income Maintenance Programs on the Labor Supply and Incomes of Low-Income Households

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Paul T. Dickinson, Doctoral Candidate; Dr. Frederic Q. Raines, Sponsor, Department of Economics

Grant 91-29-71-36
Scheduled for completion fiscal year 1975

Descriptors: INCOME MAINTENANCE; LABOR SUPPLY, LOW INCOME; LABOR FORCE PARTICIPATION

This project seeks to evaluate the potential impact of various income maintenance schemes on labor force participation and other dimensions of labor supply among key social and demographic groups. Three criteria of efficiency are being applied in comparing the different plans: (1) Minimization of the reduction in labor supply; (2) maximization of the degree to which households are raised above the poverty level, and (3) maximization of

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the proportion of gross expenditures on the program that shows up as a net increase in family income.

Estimates disaggregated by age, sex, race, marital status, and income group are being developed from data for a cross section of 40,000 low- and medium-income individuals drawn from the Census Bureau's Current Population Surveys for February and March 1966.

6-086* THE EFFECT OF TECHNOLOGY ON ORGANIZATIONAL STRUCTURE

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Michael Dinney, Doctoral Candidate; Dr. Kenneth P. Langton, Sponsor, Department of Political Science

Grant 91-26-72-11
Scheduled for completion fiscal year 1975

Descriptors: POLITICAL ACTION INSTITUTIONS; FARM WORKERS; UNIONIZATION; SOCIAL MOBILITY; MECHANIZATION; ATTITUDES; SOCIAL RELATIONSHIPS; CALIFORNIA, SAN JOAQUIN VALLEY

This study is concerned with the process by which a traditionally isolated sector of society—U.S. farmworkers—builds relations with social and political institutions. It examines patterns of social integration as shaped by mechanization, unionization, politicization, and social mobility.

For a sample of 200 farmworkers, 30 farm managers, and 30 farm operators in San Joaquin Valley, Calif., information is being obtained in extended personal interviews on personality, intelligence, values, attitudes, behavior, and background characteristics.

6-087 THE EFFECT OF TRAINING UPON THE LEVEL OF OCCUPATIONAL ASPIRATIONS TOWARD WORK FOR A GROUP OF YOUNG NEGRO MEN FROM LOW-INCOME FAMILIES

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-12
Project completed fiscal year 1973

Olivia P. Frost
December 1972

Report Descriptors: CAREER GOALS; YOUNG MEN; TRAINING EFFECTIVENESS AND IMPACT; LOW INCOME; BLACKS; WORK ATTITUDES; ON-THE-JOB TRAINING (OJT)

NTIS PB210881

6-088* THE EFFECTS OF GEOGRAPHICAL IMMOBILITY ON THE UNEMPLOYMENT AND UNDEREMPLOYMENT OF LOW-INCOME AREA RESIDENTS

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dennis M. Roth, Doctoral Candidate; Dr. Robert A. Gordon, Sponsor, Department of Economics

Grant 91-06-73-03
Scheduled for completion fiscal year 1975

Descriptors: HARD CORE; UNDEREMPLOYMENT; BLACKS; COMMUTING; GHETTO RESIDENTS; SEX DISCRIMINATION

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

6-089* THE EFFECTS OF [illegible]SING SEGREGATION AND EMPLOYME[illegible]ECENTRALIZATION ON MINORITY LAB[illegible]UPPLY, 1960-1970

BROWN UNIVERSITY
PROVIDENCE, R.I.

Robert Allen Moffitt, D[illegible]al Candidate; Dr. Benjamin Chinitz, Sponsor, Dep[illegible]ent of Economics

Grant 91-44-74-14
Scheduled for com[illegible]on fiscal year 1975

Descriptors: HOUSING SEGREGATION; DESEGREGATION; LABOR SUPPLY; LABOR FORCE PARTICIPATION; COMMUTING; SUBURBAN AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will explore the responses of labor and the labor market to city-to-suburb relocations of manufacturing plants. Special attention will be given to the differential impact of such relocations on blacks and whites because of housing segregation.

Published Federal sources will be used to estimate: (1) Labor supply functions by occupation to the city and to the suburb for 1970; and (2) the quantitative influence on these supply functions of employment decentralization and residential suburbanization from 1960 to 1970.

6-090 Elasticity of Demand for Labor: A Cross-Section Study of Wood Products Industries

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-15
Project completed fiscal year 1972

Erwin A. J. Dreessen
1972

Report Descriptors: ELASTICITY OF LABOR DEMAND; WOOD PRODUCTS INDUSTRY; WAGES; LABOR SUPPLY

NTIS PB210520

6-091* Emigration of Southern Blacks in the U.S., 1910-1970

STANFORD UNIVERSITY
STANFORD, CALIF.

Flora Davidov Gill, Doctoral Candidate; Dr. Paul A. David, Sponsor, Economics Department

Grant 91-06-71-27
Scheduled for completion fiscal year 1975

Descriptors: UNEMPLOYED; BLACKS; MIGRATION

This study seeks to explain temporal and spatial variations in Negro migration from the South.

Time-series and cross-section data are being used to analyze the effects on migration decisions of age, transitory and long-term levels of unemployment, regional differentials in unemployment rates, and the pull of earlier migration movements.

6-092* Estimating the Distribution of the Demand for Workers in the U.S. Economy

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Paul L. Altieri, Doctoral Candidate; Dr. Ann F. Friedlaender, Sponsor, Department of Economics

Grant 91-25-74-37
Scheduled for completion fiscal year 1975

Descriptors: PRODUCTIVITY; LABOR DEMAND; LABOR SUPPLY; INPUT-OUTPUT MODELS; FEDERAL FUNDING

The researcher will extend an input-output framework to encompass different job skills and abilities and utilize it to analyze the demand impact upon different types of labor resulting from different government expenditure programs.

The output for the entire economy by industry will be estimated through use of: (1) The industry input-output study published by the Office of Business Economics, U.S. Department of Commerce, *Input-Output Structure of the U.S. Economy: 1963;* (2) the Bureau of the Census' *Occupation by Industry for 1960;* and (3) the *Dictionary of Occupational Titles* of the Department of Labor.

6-093 An Evaluation of an NAB-JOBS Training Program for Disadvantaged Workers

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John F. Baum, Doctoral Candidate; Gerald G. [illegible]ers, Sponsor Department of Economics

Grant 91-53-70-08
Project completed fiscal year 1974

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); DISADVANTAGED; WOMEN; BLUE-COLLAR WORKERS; ATTITUDES; ON-THE-JOB TRAINING (OJT); BASIC EDUCATION; ASSESSMENT AND EVALUATION

This study is directed to the question of whether an intervention strategy based on relatively concentrated amounts of basic education and on-the-job training is sufficient to make it possible for a large, nonunion, private firm to assimilate disadvantaged females into its regular, blue-collar workforce.

The determination of program effectiveness is made by comparing the average performance of the trainees who participated in the NAB-JOBS treatment with the performance of subjects who were assigned to two comparison treatments. The measures of effectiveness are tenure and supervisory rating.

The study concluded that the NAB-JOBS strategy is not effective in preparing the disadvantaged for permanent employment with the firm studied. While the NAB-JOBS trainees remained with the firm as long as their counterparts in the comparison groups, only about 25 percent remained employed after the first year on the job. When the measure of effectiveness is the supervisory assessment, the NAB-JOBS trainees are rated significantly lower than the subjects in the comparison groups. Perhaps the most definitive finding that emerges from the research is that both disadvantaged workers and racial minorities exhibit a fundamental commitment to the importance of work.

It is recommended that much less emphasis be placed on strategies designed to change the supposedly negative attitudes toward work of disadvantaged workers. In its place should be substituted an emphasis on the develop-

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ment of actual skills required to perform the tasks of the job. It is also recommended that much more attention be given the instrumental role of the immediate supervisor; supervisory orientation and training related to the special problems of the disadvantaged is needed.
December 1973

NTIS PB226792/AS ($4.25 HC., $1.45 MF.)

6-094 The Expectancy Theory of Motivation: A Model of Job Selection

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Grant 91-42-73-08
Project completed fiscal year 1973

John E. Sheridan
April 1973

Report Descriptors: MOTIVATION; RECRUITMENT; JOB SEARCH; HEALTH MANPOWER; NURSES; MODELS

NTIS PB219623

6-095* An Exploratory Study of the Emotional Reactions and Subsequent Adjustments of Workers Who Lost Their Jobs as a Result of a Plant Closing in a Small Company Town in Southwest Virginia

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Walter G. Strange, Doctoral Candidate; Dr. Felician F. Foltman, Sponsor, School of Industrial and Labor Relations, Cornell University

Grant 91-51-74-38
Scheduled for completion fiscal year 1975

Descriptors: ADJUSTMENT; DISADVANTAGED; JOB LOSS; PLANT SHUTDOWN; EMPLOYMENT TERMINATION; LAYOFFS; VIRGINIA, SALTVILLE

Forty residents of Saltville, Va. who lost their jobs when the town's major employer closed its plant in 1971 will be interviewed to determine the nature and range of their emotional reactions and adjustment to job loss.

The sample includes 16 men who have found new, full-time jobs, 16 who are still unemployed, and 8 who have voluntarily retired. The project will: (1) Describe and analyze the emotional process each group went through from the time the closing was announced to the present; (2) compare group response differences associated with differences in employment status; and (3) develop individual case histories to highlight particularly adaptive and maladaptive patterns of adjustment.

6-096* Fifteen Years After High School—The Impact of the Adolescent Social System on Subsequent Occupational Achievement

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Lloyd V. Temme, Doctoral Candidate; Dr. James S. Coleman, Sponsor, University of Chicago

Grant 91-24-74-01
Scheduled for completion fiscal year 1975

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; OCCUPATIONAL CHOICE; OCCUPATIONAL MOBILITY; SOCIAL RELATIONSHIPS; CAREER GOALS; MEN; EDUCATION EFFECT ON CAREER PATTERNS

This project will: (1) Analyze the career patterns and occupational achievements of men in their early thirties; (2) assess the long-range influence of the high school social system on occupational achievement; and (3) compare the effects of family, school, and peers on routes to occupational achievement.

Using a socioeconomic life-cycle approach, the researcher will analyze data from a followup investigation of 10,000 men first surveyed as high school seniors in northern Illinois in 1957.

6-097* The Formation of Multiracial Work Forces in the Coal Industry, 1880-1930: A Comparative Sociohistorical Analysis

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Stephen Brier, Doctoral Candidate; Dr. John Laslett, Sponsor, Department of History

Grant 91-06-73-34
Scheduled for completion fiscal year 1975

Descriptors: MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study will attempt to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It will concentrate on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area, and of black mine workers in the southern West Virginia smokeless coal field.

The study will combine a traditional historical approach to data and research material with statistical and quantitative analysis. This approach will use both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

6-098* Future Orientation and Expectations as Predictors of Employment Success

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert Lyman Hubbard, Doctoral Candidate; Dr. Joseph Veroff, Sponsor, Department of Psychology

Grant 91-26-71-46
Scheduled for completion fiscal year 1975

Descriptors: EMPLOYMENT OPPORTUNITIES; INCENTIVES; ASPIRATIONS; MOTIVATION; JOB STABILITY

This project builds on an ongoing study of the influence of achievement motivation on trainees' job success (Grant 91-24-70-15) whose preliminary findings suggest that motivation is affected by labor market conditions at the time of appraisal and the individual's general orientation to the future. It addresses such questions as: What factors affect trainees' expectations? What causes these expectations to change? How do future orientation and expectations function as predictors of job success?

Job histories and measures of motivation and expectations for approximately 150 trainees from the earlier study are being used in this project.

6-099 Hiring Practices, Hiring Standards, and Wage Differentials for Laborers and Clerical Workers in a Small Labor Market

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-66-20
Project completed fiscal year 1972

Stanley W. Huff
August 1971

Report Descriptors: HIRING PRACTICES; LABORERS; CLERICAL WORK; RECRUITMENT; SMALL LABOR MARKETS; WAGE DIFFERENTIALS

NTIS PB201131 ($6)

6-100 The Impact of Company Training Programs on Reducing the Alienation of the Hard-Core Unemployed

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-05-70-28
Project completed fiscal year 1972

Barbara Ann Rosenquist
1972

Report Descriptors: HARD CORE; ALIENATION; MEN; BLACKS; TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES

NTIS PB207318

6-101 The Impact of Fiscal Redistributive Policies on the Supply of Labor: Five Essays in Economic Theory and Program Design

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-71-19
Project completed fiscal year 1973

Jonathan R. Kesselman
July 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE BEHAVIOR; GOVERNMENT POLICIES; INCOME MAINTENANCE; LABOR SUPPLY; FISCAL POLICY; ECONOMIC POLICY; DISSERTATIONS

NTIS PB209568

6-102 The Impact of Rules and Regulations Prohibiting Sex Discrimination in Employment: A Study of Response Patterns of Employers in Oregon

UNIVERSITY OF OREGON
EUGENE, ORE.

Lois Ann Martin Bronfman, Doctoral Candidate; Dr. Joan Acker, Sponsor, Department of Women's Research Center, Division of the Institute for Community Studies

Grant 91-41-72-47
Project completed fiscal year 1974

Descriptors: CIVIL RIGHTS ACT (1964); EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; LABOR DEMAND; SEX DISCRIMINATION; INDUSTRY PRACTICES; WOMEN; OREGON

Utilizing the logic of quasi-experimental research when feasible, this study describes and evaluates the impact of the rules and regulations prohibiting sex discrimination in employment on the demand for women workers in Oregon.

Analysis is made of the impact of the laws on the aggregate demand for women workers in Oregon; on demand for women workers in one establishment; and the attitudes of a small sample of employers.

The study concludes: (1) That the laws prohibiting sex discrimination have had little or no impact on the aggregate demand for women workers in Oregon by 1970; (2) that change in demand when related to the laws requires considerable time and effort; and (3) that employers by 1972 have no knowledge of the laws and thus have little reason to alter the demand pattern.

The author suggests that governmental pressure be brought to bear on employers to conform with and to implement the rules and regulations prohibiting sex discrimination.

September 1973

NTIS PB222592 ($6.25 HC., $1.45 MF.)

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-103 The Impact of Technological and Operational Changes on the Railroad Industrial Relations System and Its Manpower

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-40-70-32
Project completed fiscal year 1972

Howard Wesley Risher, Jr., Doctoral Candidate
April 1972

Report Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; RAILROADS; INDUSTRIAL RELATIONS; AUTOMATION; COLLECTIVE BARGAINING

NTIS PB209926 ($6)

6-104* The Impact of the 4-Day Workweek on Hospitals

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

William Clint Johnson, Doctoral Candidate; Dr. John Wittman, Sponsor, Department of Economics

Grant 91-48-72-37
Scheduled for completion fiscal year 1975

Descriptors: WORK SCHEDULES; HOSPITALS; HEALTH MANPOWER; WORK ATTITUDES; ATTITUDES

This study is considering the costs, efficiency, and employment implications of placing hospital personnel on a 10-hour-day, 4-day-week work schedule.

With the help of the American Hospital Association, the researcher has compiled a list of all U.S. hospitals known to have adopted the 4-day workweek. Through a combination of interviews and personal visits, administrators of a sample of these hospitals will be questioned about their reasons for undertaking the arrangement and their experiences with it, and asked to obtain their employees' cooperation in completing a questionnaire to gauge employee attitudes toward the 4-day workweek. Following a preliminary analysis of the questionnaire returns, additional visits will be made to selected hospitals to test the validity of the conclusions.

6-105 The Impact of the Welfare System on Black Migration and Marital Stability

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-43
Project completed fiscal year 1972

Robert D. Reischauer
1972

Report Descriptors: MARITAL STABILITY; BLACKS; WELFARE RECIPIENTS; POPULATION; MIGRATION; WELFARE PROGRAMS

NTIS PB202030

6-106 The Impact of the Welfare System on Labor Supply and Family Stability: A Study of Female Heads of Families

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-68-28 and 91-34-69-18
Project completed fiscal year 1972

Marjorie Hanson Honig
August 1971

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; MARITAL STABILITY; WOMEN; WELFARE RECIPIENTS; WELFARE PROGRAMS; GOVERNMENT POLICIES; LABOR SUPPLY

NTIS PB201127

6-107* The Impact of U.S. Tax Laws on the Labor Supply of Married Women

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Harvey S. Rosen, Doctoral Candidate; Dr. Martin S. Feldstein, Sponsor, Department of Economics

Grant 91-25-74-06
Scheduled for completion fiscal year 1975

Descriptors: WOMEN; INCOME TAX; EARNINGS; LABOR SUPPLY; WAGE EARNERS; WORK SCHEDULES; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS

This study seeks to assess the effect of income tax laws on married women's earnings. In earlier studies of wives' work decisions, a wife's wage was taken as a function of her "characteristics" (education, age, etc.). In this model, the hours-worked equation is set forth in terms of the parameters which describe the wage-hour locus rather than wage alone.

Earlier studies also assumed that individuals react with zero "tax illusion," i.e., that the perceived shifts in the wage-hour locus are the same as the actual ones. In this model, a major purpose will be to test this assumption.

The study utilizes the National Longitudinal Survey of Women 30-44 years of age, which contains data on variables unavailable to earlier investigators (such as attitudinal indicators, estimates of child care and transportation costs, and measures of the usual number of hours worked per week). These data will be analyzed in a simultaneous econometric model derived on the basis of a microeconomic theory of the labor-leisure choice.

6-108 The Implementation of Federal Manpower Policy, 1961-1971: A Study in Bureaucratic Competition and Intergovernmental Relations

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-39
Project completed fiscal year 1973

Joseph H. Ball
August 1972

Report Descriptors: GOVERNMENT POLICIES; BUREAUCRACY; STATE AND LOCAL GOVERNMENT; MANPOWER DEVELOPMENT; INTERAGENCY RELATIONS; IMPACT OF MANPOWER POLICIES; NATIONAL MANPOWER POLICY

NTIS PB210656 ($6)

6-109 THE IMPLICATIONS OF SEARCH UNEMPLOYMENT FOR LABOR MARKET BEHAVIOR AND THE PHILLIPS CURVE

YALE UNIVERSITY
NEW HAVEN, CONN.

Geoffry Richard Hyland Woglom, Doctoral Candidate; Robert S. Goldfarb, Sponsor, Department of Economics

Grant 91-09-71-42
Project completed fiscal year 1974

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; LABOR MARKET BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH

This research analyzed how unemployed workers search for high-paying jobs in an environment of uncertainty and heterogeneity. From this model the researcher was able to explain some unemployment as an equilibrium phenomenon.

In the report, the researcher shows that for certain changes in labor market conditions both the workers' expected discounted utility of income and leisure, as well as their expected duration of unemployment may rise. With simplified models of demand and supply behavior, the researcher analyzed the concept of labor market equilibrium in an environment of workers' acceptance wages and firms' wage offers interacting to determine labor market equilibrium.

From this analysis the researcher was able to infer certain properties of the long-run tradeoff between unemployment and inflation. The long-run Phillips curve predicted by the natural rate of unemployment hypothesis appeared to be a special case of the researcher's analysis. Indeed it appeared that the slope of the long-run Phillips curve could in some cases be negative.
January 1974

NTIS PB228426/AS ($4.75 HC., $1.45 MF.)

6-110* INCENTIVES AND OBSTACLES TO MANAGEMENT HIRING OF THE DISADVANTAGED

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Sherry Gorelick, Doctoral Candidate; Dr. Ivar E. Berg, Sponsor, Graduate School of Business

Grant 91-34-70-10
Scheduled for completion fiscal year 1975

Descriptors: HIRING PRACTICES; EMPLOYER ATTITUDES; BLACK/WHITE; INCOME DIFFERENTIALS; WAGE DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; DISADVANTAGED

This study analyzes the relationship between black-white income differentials and employer hiring policies in different labor markets to discover the conditions under which managements are most motivated to pursue policies conducive to the equalization of income between blacks and whites. It is testing the proposition that the maintenance of highly selective screening processes for high-level, high-paying jobs exaggerates income differences between low- and high-level jobs and inflates the labor pool for low-level jobs by keeping most applicants "unqualified" for high-level jobs.

Analysis at the macrolevel is based on statistics from Government sources (such as the Census and Special Labor Force Reports). At the level of the firm, data are being collected through interviews from a matched sample of firms (which do or do not engage in programs designed to employ disadvantaged workers) in a few cities selected according to labor market conditions and work force composition.

6-111 INDIVIDUAL NEED SATISFACTION IN WORK AND NONWORK: A COMPARATIVE STUDY OF THE EFFECTS OF THE TECHNOLOGY AND ORGANIZATION OF WORK

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-53-66-69
Project completed fiscal year 1972

Walter F. Hubner
December 1971

Report Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; ATTITUDES; WORK ATTITUDES; MANUFACTURING; ORGANIZATIONAL STRUCTURE; PUBLIC UTILITIES; WORKER TRAITS, JOB SATISFACTION

NTIS PB202892

6-112* INDUSTRIALIZATION, POPULAR RESPONSES, AND THE USES OF THE AMERICAN POLITICAL SYSTEM: AN EXAMINATION OF LABOR AND POLITICAL ACTION IN COMMUNITIES OF DIVERSE ECONOMIC AND SOCIAL CHARACTER, 1880-1900

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Leon R. Fink, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

Grant 91-36-74-40
Scheduled for completion summer 1975

Descriptors: INDUSTRIAL MANAGEMENT; INDUSTRY PRACTICES; POLITICAL ACTION INSTITUTIONS; LABOR LAWS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

As groundwork for a larger study of social adaptation to large-scale technological change, the project investigates the adjustment of selected communities to technological change in the period 1880-1900.

Data will be obtained for each community on: (1) Community background (from local histories, including business histories, autobiographies, etc.); (2) the working population and leadership groups (from manuscript census, Federal and State census reports, city directories, etc.); (3) local problems and political response (from local newspapers, national labor newspapers, and municipal archives); and (4) resolution of problems (from newspapers, papers, and correspondence).

6-113* INEQUALITY AND URBAN CRISIS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Sheldon H. Danziger, Doctoral Candidate; Dr. Jerome Rothenberg, Sponsor, Department of Economics

Grant 91-25-74-22
Scheduled for completion fiscal year 1975

Descriptors: URBAN PROBLEMS; URBAN AREAS; INCOME; INCOME DIFFERENTIALS; INCOME MAINTENANCE

This study will explore how and to what extent inequality of income distribution worsens urban problems. The hypothesis is that aside from the general impact of poverty, differences throughout the income spectrum in privilege and opportunity aggravate urban problems and give them a distinctive cast.

A model will be estimated with census data from a sample of over 200 SMSA's. The sample will be stratified to test whether a given specification applies to some or all of the SMSA's. In addition, a first-difference version contrasting changes in urban conditions between 1960 and 1970 will be estimated for the 65 largest SMSA's.

6-114 THE INFLUENCE OF SOCIAL SUPPORT AND RELATED VARIABLES IN AMELIORATING THE CONSEQUENCES OF JOB LOSS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Susan Gore, Doctoral Candidate; Dr. Sidney Cobb, Sponsor, Survey Research Center

Grant 91-26-72-22
Project completed fiscal year 1974

Descriptors: JOB LOSS; UNEMPLOYED; URBAN AREAS; RURAL AREAS

This report describes the extent to which supportive social relationships can protect the individual from the stress of job termination.

A group of stably employed married men lost their jobs due to permanent plant shutdown and were followed through 2 years of the job change experience. At each phase in the study, blood and urine samples and diverse psychological and health data were collected. The moderator variable, social support, was measured by a 13-item interview index covering the extent of affiliative interaction and perceived support from wives, friends, and relatives.

The study concluded that those with strong supportive social relationships can tolerate much more social stress than those who lack such support. Those who lack social assets adapt to stress only at great cost to their physical and mental health. Those who were both unsupported and unemployed for a number of weeks showed significantly higher change in each of the following variables: relative economic deprivation, number of health symptoms and days of illness, cholestoral levels, negative attitudes toward their unions, depression and self-blame, and incidence of peptic ulcer and ulcer activity.

These findings point out that many people without evident handicaps suffer harshly from abrupt changes in their employment status. While the government cannot provide emotional support and care to the jobless, it can try to ensure job continuity through early intervention when a shutdown is planned.
June 1973

NTIS PB222778/AS ($6.50 HC., $1.45 MF.)

6-115* INSTITUTIONAL RACISM: FORMS OF DISCRIMINATION IN MERIT AND NONMERIT HIRING AND PROMOTION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barbara N. Carter, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Grant 91-26-71-47
Scheduled for completion fiscal year 1975

Descriptors: EMPLOYER ATTITUDES; RACIAL DISCRIMINATION; UPGRADING; ORGANIZATIONAL STRUCTURE; HIRING PRACTICES

This project explores racial differentials in hiring and promotion practices across and within occupations and organizations to ascertain: (1) The extent to which such differentials are attributable to employer discrimination or to differences in education and experience; and (2) the relationship of organizational structure and functions to different forms of discriminatory barriers. It is testing the hypothesis that even when the mechanisms of discrimination produce the same outcome, their operation ranges from formal and impersonal in rules-oriented, highly centralized, bureaucratic organizations to informal, interpersonal, and ad hoc in participatory, human relations organizations.

The researcher is canvassing firms selected from Michigan areas with comparable groups of black labor. The sample, consisting of 10 organizations employing 150 workers or more, includes two public welfare agencies to represent conditions of "merit" employment. Within each organization, interviews are being conducted with 50 employees in each of three categories: policymakers and administrators, managers and supervisors, and rank-and-file workers. Supplemental information is being gathered from company policy papers and through participant observation.

6-116* INTERAREA OCCUPATIONAL EARNINGS DIFFERENTIAL: A CROSS-SECTION ANALYSIS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Dismas B. Kalcic, Doctoral Candidate; Dr. Edward D. Kalachek, Sponsor, Department of Economics

Grant 91-29-72-30
Scheduled for completion fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; WAGE STRUCTURE, EARNINGS; LABOR DEMAN[illegible] LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOM[illegible]

This study is testing the premise that for a given occupation, variations in earnings between economic areas are functions of: (1) The number and quality of workers in the occupation; (2) the number and quality of all other workers in the area (as determined by the interaction of sex, race, and level of educational attainment); and (3) the capital/labor ratio of the area. The candidate is attempting to pinpoint the causes of differences in occupational earnings between the North and the South.

Data sources include the Census of Population, the Census of Manufactures, Bureau of Labor Statistics bulletins, and the 1967 County and City Data Book.

6-117 THE INTERRELATIONSHIP BETWEEN FEMALE EMPLOYMENT AND FERTILITY: A SECONDARY ANALYSIS OF THE GROWTH OF AMERICAN FAMILIES STUDY, 1960

THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Geraldine B. Terry, Doctoral Candidate; Charles B. Nam, Sponsor, Department of Sociology

Grant 91-12-71-53
Project completed fiscal year 1974

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; FERTILITY; WOMEN

This research focused on the work-fertility relationship in a modern society, considering the relative strengths of the possible causal paths through time and paying attention to interrelated characteristics which might account for the relationship.

Data for presently married American women in the age range 18 to 44 who were interviewed in the 1960 Growth of American Families Study were examined. Hypotheses were tested analyzing the 2,297 women for whom all possible causal flows existed (i.e., normally fecund women).

The research indicated that neither work nor fertility may be treated as a unidimensional phenomenon. Factor analysis suggested that there are at least four dimensions to employment: type of work; length of work (or percentage of time that the respondent has worked); current work (or recent work); and work relative to particular stages of the family cycle. Fertility contains at least three dimensions: realized or expected fertility (TEFS, CEB, and living children); desired fertility; and the spacing of births. As tested by correlation and regression analysis, a stronger relationship is measurable when using percentage worked during marriage than when using any other overall or current measure of employment. Among women in the childbearing years in the U.S. in 1960, there was no significant relationship between any measures of employment and their fertility desires. Nor was there any relationship between their employment and their husbands' fertility desires (as reported by the women).
June 1973

NTIS PB223239 ($6.50 HC., $1.45 MF.)

6-118* INTRAORGANIZATIONAL OCCUPATIONAL MOBILITY: THE INFLUENCES OF STRUCTURE, ENVIRONMENT, AND LABOR FORCE ATTRIBUTES ON INTERNAL MANPOWER FLOWS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert M. Groves, Doctoral Candidate; Dr. Paul M. Siegel, Sponsor, Department of Sociology

Grant 91-26-74-28
Scheduled for completion winter 1975

Descriptors: OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; LABOR SUPPLY; OCCUPATIONAL STRUCTURE; INTERFIRM MOBILITY; ORGANIZATIONAL STRUCTURE; MICHIGAN, DETROIT

The proposed research will investigate the effects on the organization of occupational mobility within firms. The analytic design has three major components: (1) Examination of total occupational mobility into, between, and within employer components; (2) documentation of variations in patterns of mobility at the intraestablishment, interemployer, and interindustry levels; and (3) identification and partitioning of influences on occupational mobility of organizational structure, environmental constraints, and work force attributes.

The sample survey data to be examined are measures of 122 business establishments collected by the Detroit Area Study for the Detroit SMSA between April and June 1972.

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

6-119 AN INVESTIGATION INTO THE EXTENT AND CAUSES OF GEOGRAPHIC MOBILITY AMONG SELECTED YOUNG WORKERS

THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Grant 91-47-71-10
Project completed fiscal year 1972

Lewis H. Smith
October 1971

Report Descriptors: GEOGRAPHIC MOBILITY; MOTIVATION; MIGRATION; WORKER TRAITS; YOUTH; WAGE DIFFERENTIALS

NTIS PB202008

6-120 AN INVESTIGATION OF THE CAUSES OF INTRAFIRM UPWARD MOBILITY AMONG SELECTED APPRENTICE-TRAINED SKILLED CRAFTSMEN

THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Clarence H. Barnes, Doctoral Candidate; Dr. J. Fred Holly, Sponsor, Department of Economics

Grant 91-47-72-48
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; UPGRADING; CRAFTSMEN; MANPOWER UTILIZATION; OCCUPATIONAL MOBILITY; TENNESSEE VALLEY AUTHORITY

The objective of this study was to investigate the factors which influence the upward movement of skilled craftsmen within the firm. Particular attention was directed at the importance of apprenticeship training in causing intrafirm upgrading, that is, were apprentice-trained craftsmen more inclined to be promoted than nonapprentice-trained craftsmen?

Samples of maintenance craftsmen from six selected crafts were drawn from the work force of the Tennessee Valley Authority. Data were derived from two sources: each individual's TVA record and a questionnaire. The data gathered were then tested for importance by use of chi-square analysis, and discriminant analysis was used to determine the relative strength of the variables in predicting upgrading.

The study noted that apprentice-trained craftsmen experienced greater opportunities for advancement than did nonapprentice-trained craftsmen. The number of years an individual was a craftsman with the TVA and his present age had the greatest relative strength in predicting upgrading. These variables were followed in relative importance by the observed variables: age when became a craftsman, the instrument mechanic craft, and apprenticeship training. It was also acknowledged that education did play a role in the causation of promotions.

The results of this study provide the firm with information that could be helpful in classifying job applicants in the initial process of screening, hiring, and staffing. It is suggested that apprenticeship training could provide the firm with an excellent pool of candidates for future advancement. Stepped-up involvement in on-the-job apprenticeship programs is also recommended, particularly in the Federal civil service, public works projects, and national defense industries.
July 1973

NTIS PB224847/AS ($4.50 HC., $1.45 MF.)

6-121 AN INVESTIGATION OF THE INFLUENCE OF THE IN-SCHOOL NEIGHBORHOOD YOUTH CORPS ON EMPLOYMENT AND EARNINGS CAPACITY IN HOUSTON, TEXAS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Charles J. Ellard, Doctoral Candidate; William J. Moore, Sponsor, Department of Economics

Grant 91-48-72-05
Project completed fiscal year 1974

Descriptors: BLACK/WHITE; YOUTH; NEIGHBORHOOD YOUTH CORPS (NYC); MANPOWER UTILIZATION; EARNINGS; EDUCATIONAL ATTAINMENT; DROPOUTS; TEXAS, HOUSTON

This study investigates the post-high school influence of the In-School Neighborhood Youth Corps on labor force performance and educational attainments of 142 Houston youths.

The sample utilized consisted of 103 former participants, both summer and school year, in the Neighborhood Youth Corps (NYC) program and 39 controls selected from siblings of NYC participants. The analysis of the sample data attempts to measure the NYC influence on post high school performance variables using multiple regression analysis to control for several other factors, including age, race, sex, marital status, and parental education. The investigation also probes for NYC influence within racial groups and for each sex.

The conclusions of the investigation include the following: (1) NYC participation does not improve the high school graduation rate; (2) the NYC influence on post-high school income is questionable; (3) the NYC influence on college attendance and long-run income prospects are questionable; (4) NYC participation does not stimulate post-high school vocational training; (5) NYC participation benefits blacks more than other ethnic groups; (6) the school year segment contributes more toward high school graduation than the summer segment; and (7) income gains to NYC participants do not increase with the length of participation.

The author recommended: (1) Additional research on the reasons for dropping out of high school particularly for whites and Mexican Americans; (2) further study on the permanency of possible income gains and influences on educational efforts associated with NYC participation; (3) attempt to direct noncollege bound youth in NYC toward additional vocational training; (4) attempt to aim the program at youths with a potential for low-earning capacity; and (5) further study of individual elements of NYC participation which may reveal benefits rather than a single qualitative variable representing participation or nonparticipation.

1974

NTIS PB236219/AS ($5 HC.)

6-122* JOB SEARCH AND JOB FINDING METHODS OF MALE YOUTH, AGES 14 TO 24

BRYN MAWR COLLEGE
BRYN MAWR, PA.

David N. Saunders, Doctoral Candidate; Dr. William W. Vosburgh, Sponsor, The Graduate School of Social Work and Social Research

Grant 91-42-73-21
Scheduled for completion fiscal year 1975

Descriptors: JOB SEARCH; JOB LOCATION; PUBLIC EMPLOYMENT SERVICE; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This project is: assessing the effectiveness of various techniques to seek and locate jobs; contrasting the quality of jobs found through different methods; relating job search and job location methods to personal, social, and economic characteristics; and pinpointing how job search methods change with maturity. Special attention is being directed to the role of schools and of the public employment service in job placement. The analysis utilizes data collected for the first 4 years of the 5-year National Longitudinal Survey of the labor force behavior of youth.

6-123* JOB SEARCH BEHAVIOR: AN ANALYSIS OF THE DETERMINANTS OF JOB SEARCH DURATION

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Suresh Malhotra, Doctoral Candidate; Richard W. Parks, Sponsor, Institute for Economic Research

Grant 91-53-74-45
Scheduled for completion summer 1975

Descriptors: JOB SEARCH; DURATION OF UNEMPLOYMENT

The primary purpose of this project is to identify some of the economic, social, and institutional constraints on unemployed persons and to analyze their influence on the duration of the job search.

Data are being drawn from the 1966 and 1967 Survey of Economic Opportunity research computer file. Multiple regression analysis will be applied to search duration equations which contain five subsets of variables reflecting: (1) Household income; (2) size and composition of asset holdings; (3) family and personal attributes; (4) occupational and labor market conditions; (5) estimates of the opportunity cost of an individual's time; and (6) cost of borrowing or liquidating assets.

6-124 LABOR EFFORT DISINCENTIVES OF NEGATIVE INCOME TAXATION

BOSTON COLLEGE
CHESTNUT HILL, MASS.

William C. Spaeth, Doctoral Candidate; Dr. Ann F. Friedlaender, Sponsor, Department of Economics

Grant 91-25-73-26
Project completed fiscal year 1974

Descriptors: INCENTIVES; NEGATIVE INCOME TAX; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; EMPLOYMENT OPPORTUNITIES

This study attempts to determine what labor effort disincentives, if any, will result from the introduction of a negative income tax plan into the fiscal structure of the U.S.

The data set used in the empirical estimation is the 1973 version of the CPS data, modified in several ways through the elimination of some observations and several other variables. The final set includes male workers between the ages of 21 and 65 who live in the 90 largest SMSA's. The data set is further stratified into 46 subgroups according to region, marital status, age, and industry type.

The study concludes that disincentives appear to be associated with negative income taxation, and these disincentives depend on whether the worker is in the manufacturing or nonmanufacturing industries. The disincentive effect for any group of workers, moreover, is extremely sensitive to the employment opportunities of that group. That is, the group of workers which should be least influenced by the aggregate employment opportunities shows a small response to the proxy used; and the groups of workers which are subject to a wide variation of employment opportunities show no disincentive because their reaction to the tight labor market of 1966 greatly outweighed any disincentives from the proxy.

Policy implications are that, while it is likely workers will exhibit disincentive tendencies under a negative income tax scheme, these tendencies will be greatly outweighed by conditions in the aggregate labor market.
1974

NTIS PB236176/AS ($5 HC.)

6-125* LABOR FORCE COMPOSITION AND MINIMUM WAGE

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Robert Singleton, Doctoral Candidate; Dr. Jack Hirshleifer, Sponsor, Department of Economics

Grants 91-05-67-18 and 91-05-66-09
Scheduled for completion fiscal year 1975

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: MINIMUM WAGE LAWS; STRUCTURAL UNEMPLOYMENT; YOUTH; OLDER WORKERS; MINORITIES

This study is testing the proposition that increases in the minimum wage cause unemployment among such groups as young workers, older workers, members of minority groups, and inexperienced workers. Department of Labor and Social Security Administration data on low-wage workers are being analyzed.

6-126 Labor Force Participation and Fertility for Women with Young Children in Rhode Island: An Analysis of Their Interactions and Antecedents

BROWN UNIVERSITY
PROVIDENCE, R.I.

Grant 91-44-71-51
Project completed fiscal year 1973

Frank L. Mott
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; FERTILITY; WOMEN; MOTHERS; LABOR FORCE BEHAVIOR; RHODE ISLAND

NTIS PB212129 ($6)

6-127 Labor Force Participation of Married Women in the United States: An Investigation of the Role of Occupation

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-40-70-54
Project completed fiscal year 1973

Jean C. Darian
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; EMPLOYMENT OPPORTUNITIES; WORK ROLES; WOMEN; MANPOWER PROJECTIONS; MANPOWER UTILIZATION; LABOR DEMAND; DATA SOURCES AND USE

NTIS PB211852

6-128* The Labor Force Participation and Occupational Mobility of Married Women With Children in the United States: An Investigation of Cultural and Structural Factors

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Julia A. Ericksen, Doctoral Candidate; Dr. Ann R. Miller, Sponsor, Department of Sociology

Grant 91-42-73-33
Scheduled for completion summer 1974

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION; CHILDREN; OCCUPATIONAL MOBILITY; LABOR FORCE BEHAVIOR; WORK ATTITUDES

This study of the labor force participation and occupational mobility of married women with children is based on the hypothesis that their mobility depends in part on their commitment to work.

Because younger women have recently shown an increased commitment to employment outside the home, the study will compare the experiences of a cohort of older women and a cohort of younger women, using data from the National Longitudinal Surveys of labor force behavior.

6-129* Labor Force Turnover Among Adult Women

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Ellen Burton, Doctoral Candidate; Dr. Robert E. Hall, Sponsor, Department of Economics

Grant 91-25-74-21
Scheduled for completion fiscal year 1975

Descriptors: TURNOVER; JOB RETENTION; WOMEN

This study investigates patterns of determinants, and implications for public policy of short-term labor turnover among adult women. Its objective is to develop understanding of the microeconomics of individual experience.

Data will be gathered from the 1955 publication, *Growth of American Families*, the Census 1/1,000 sample, the 1966 and 1967 Surveys of Economic Opportunity, and Bureau of Labor Statistics publications.

6-130 The Labor Market for Scientific Personnel: The Problem of Allocation and Efficiency

CORNELL UNIVERSITY
ITHACA, N.Y.

Ross E. Azevedo, Doctoral Candidate; N. Arnold Tolles, Sponsor, New York State School of Industrial and Labor Relations

Grant 91-34-69-67
Project completed fiscal year 1974

Descriptors: LABOR MARKET BEHAVIOR; ENGINEERS; SCIENTISTS; JOB SEARCH; PRIVATE EMPLOYMENT AGENCIES

This study analyzed the structure and functioning of the labor market for scientists and engineers.

This research was initiated through the use of a mail questionnaire survey sent to over 5,000 engineers who either were graduating from college in the spring of 1970 or had done so within the previous 20 years (1950-1969). Senior classes and alumni from five colleges and universities were used to derive the results for the experienced group.

The basic finding is that scientific personnel rely primarily on personal search strategies rather than the sophisticated techniques which characterize this labor market. The policy implication of this is that the market would be more efficient if the employment "agencies" which serve it were more specialized and provided for a more intensive analysis of the total environment surrounding the particular employment possibilities which they offer.

It is suggested, in terms of making the labor market more efficient for scientists and engineers, that the employment "agencies" which exist become more narrowly focused in their perspectives. They need to specialize in the handling of particular scientific professionals, such as chemists, mathematicians, aeronautical engineers, etc., and remove themselves from the practice of attempting to cover the waterfront. They need to define one set of "supply" and "demand" curves and operate with these.

August 1972

NTIS PB222947 ($6.50 HC., $1.45 MF.)

6-131 THE LABOR MARKET IMPACTS OF THE PRIVATE RETIREMENT SYSTEM

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-72-20
Project completed fiscal year 1973

Robert Taggart, III
February 1973

Report Descriptors: LABOR MARKET BEHAVIOR; RETIREMENT; PRIVATE INDUSTRY; COLLECTIVE BARGAINING; EMPLOYER MANPOWER PLANNING; FRINGE BENEFITS; LABOR MOBILITY; MANPOWER NEEDS; TRANSITION FROM WORK TO RETIREMENT

NTIS PB214842

6-132* LABOR RELOCATION ASSISTANCE: AN EVALUATION OF THE TUSKEGEE INSTITUTE LABOR MOBILITY DEMONSTRATION PROJECT 1965-1967

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Kathleen McElroy, Doctoral Candidate; Dr. William S. Peirce, Sponsor, Department of Economics

Grant 91-39-74-17
Scheduled for completion fiscal year 1975

Descriptors: GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; ALABAMA, TUSKEGEE

To assess the effectiveness of government-assisted relocation, this study focuses on the Tuskegee (Ala.) Labor Mobility Demonstration Project, an experimental effort to relocate: (1) Unskilled, unemployed workers; (2) newly graduated MDTA trainees; and (3) semiskilled and skilled workers who were underemployed or unemployed because of job shortage or discriminatory hiring practices.

The researcher will compare the design of the project during its first 2 years of operation with the industrial and occupational distribution of jobs developed in other programs which attempted to relocate rural unemployed workers.

6-133* LABOR UNION RESPONSE TO FEDERAL MANPOWER POLICY: A COMPARATIVE STUDY OF THE UNITED STEELWORKERS OF AMERICA AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

David B. Stephens, Doctoral Candidate; Dr. Isadore B. Helburn, Sponsor, Department of Management

Grant 91-48-74-36
Scheduled for completion summer 1974

Descriptors: UNIONS; STEEL INDUSTRY; COLLECTIVE BARGAINING; UNION MANPOWER PRACTICES; UNIONIZATION; LABOR MOVEMENT; WORKER PARTICIPATION IN MANPOWER PROGRAMS

This project proposes to develop a critical history of labor unions, with emphasis on conflicts caused by involvement in Federal programs. The aim of the research is to determine how to increase the efficiency of manpower programs in the private sector.

The researcher is gathering information from a questionnaire survey and personal interviews.

6-134 LAW AND THE DEVELOPMENT OF CITIZENSHIP

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

John L. Akula, Doctoral Candidate; Dr. Talcott Parsons, Sponsor, Department of Sociology

Grants 91-25-71-08 and 91-25-72-18
Project completed fiscal year 1974

Descriptors: LAW; BLACKS; STATUS; ECONOMIC STATUS; SOCIAL STRUCTURE

This thesis considers three interrelated issues in sociological theory. First is the role of law in modern Western societies; second is the place of citizenship in the stratification systems of these societies; and third, on its most concrete level, this study concerns the status of blacks in America.

The author uses an historical trend analysis on all three foci of his thesis, and statistical analysis of all the States in the union on the legal rights of blacks, their economic status, and the political conflict over race.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The author's basic argument concerning the status of blacks in America is that racial stratification in America involves, primarily, the exclusion of blacks from the dominant cultural pattern of the societal community (i.e. the denial to blacks of full citizenship). However, the long term historical trend in this case seems to be toward inclusion in the dominant pattern of pluralism and full citizenship. Law provides, more clearly than other facets of social structure, a comprehensive and accurate description of prevailing institutional patterns. Social equality, insofar as it has come to prevail in these societies, is embodied most clearly in the legal rights of citizenship.

August 1973

NTIS PB231389 ($6.75 HC., $1.45 MF.)

6-135 THE LIFE-CYCLE ALLOCATION OF TIME IN A FAMILY CONTEXT

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-17
Project completed fiscal year 1973

James P. Smith
May 1973

Report Descriptors: FAMILIES; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE PARTICIPATION; LEISURE; WORK SCHEDULES

NTIS PB220330 ($1.45 MF.)

6-136* LOW-STATUS WORKERS: THEIR JOB CAREERS, SELF-ESTEEM AND LIFE STYLES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Edward J. Walsh, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Grant 91-26-73-11
Scheduled for completion fiscal year 1975

Descriptors: LOW-LEVEL OCCUPATIONS; SANITATION WORKERS; LIFE STYLES; OCCUPATIONAL STATUS; ATTITUDES; PARTICIPANT-OBSERVER METHODOLOGY

This study focuses on garbagemen, who rank lowest on every scale of occupational prestige, to find out how the stigmatized status of a job affects its incumbents. Five major questions are considered: (1) How do garbagemen compare with workers in other low-status occupations with respect to demographic characteristics, family background, employment and educational experience, wages, networks of social support (such as interaction with friends and organizational memberships), aspirations for their children, political views, racial attitudes, opinions about unions and management, and propensity toward drinking, taking drugs, stealing, or other deviant behavior? (2) Why do men become garbage collectors? (3) What is the status of the garbageman relative to workers in other low-prestige occupations? (4) How important is occupational status to the personal self-esteem and life style of garbagemen? (5) How do the garbageman's wife and neighbors feel about his work?

The sample consists of 350 workers from the refuse, streets, parks, and sewage divisions of the Ann Arbor and Detroit departments of public works. After working with groups of the men as participant observer and associating with them informally after work, the candidate is asking them to participate in questionnaire interviews. Biographical data on the men are being drawn from the personnel files of the public works departments.

6-137* MACROECONOMIC POLICIES IN INFLATIONARY SITUATIONS AND THE SIZE DISTRIBUTION OF INCOME

YALE UNIVERSITY
NEW HAVEN, CONN.

Peter Reuter, Doctoral Candidate; Dr. James Tobin, Sponsor, Department of Economics

Grant 91-09-71-28
Scheduled for completion fiscal year 1975

Descriptors: MACROLEVEL ANALYSIS; INCOME DIFFERENTIALS; STATUS; FAMILIES; INFLATION

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: (1) Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups; (2) examine the influence of macroeconomic policy instruments on the composition of aggregate income; and (3) assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

6-138* MANPOWER TRAINING PROGRAMS FOR WOMEN AND THEIR INTERACTION WITH THE LOCAL LABOR MARKET IN BOSTON

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Andrew M. Sum, Doctoral Candidate; Dr. Charles A. Myers, Sponsor, Department of Economics

Grant 91-25-71-14
Scheduled for completion fiscal year 1975

Descriptors: WAGE STRUCTURE; INTERNAL LABOR MARKET; CONCENTRATED EMPLOYMENT PROGRAM; WOMEN; OCCUPATIONAL STRUCTURE; TRAINING EFFECTIVENESS AND IMPACT

This study considers the relationship of occupations that women are trained for under federally sponsored programs to the primary and secondary sectors of the labor market, trainees' characteristics, the characteristics of employers with workers in these occupations, and supportive services provided graduates. It also compares trainees' wages, performance, turnover, and promotions with those of other employees in the same occupations, and examines turnover in the context of the female occupational and wage structures and the operation of internal labor markets.

Data are being collected from Boston community action agencies on approximately 750 women who recently completed training in institutional training programs and the Concentrated Employment Program. The researcher is also interviewing 20 to 25 employers who hire women in the occupations for which they are being trained for information on the demand side of the market.

6-139 MANUFACTURERS' ASSISTANCE IN THE PROVISION OF MANPOWER TRAINING FOR CUSTOMERS

UNIVERSITY OF CALIFORNIA AT LOS ANGELES
LOS ANGELES, CALIF.

Victor Tabbush, Doctoral Candidate; Dr. Sam Peitzman, Department of Economics

Grant 91-06-72-43
Project completed fiscal year 1974

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; MANPOWER ECONOMICS; EMPLOYER ATTITUDES; CUSTOMER TRAINING; AUTOMOTIVE MECHANICS

This study investigates the provision of training by manufacturers to the employees of client-firms, focusing on the automobile industry's training of mechanics.

A complementary relationship between physical and human capital is hypothesized to motivate the manufacturer of the former factor to augment the supply of the latter. Data were gathered by correspondence and interviews with industry representatives, and implications were tested by employing ordinary least square regression techniques.

The chief findings include: (1) A significant positive correlation between the extent of training provided by a manufacturer and its market share; and (2) a significant positive correlation between the degree of training specificity and the amount a manufacturer provides. Subsidiary findings include: (1) An overall trend towards more manufacturer-provided mechanic training; and (2) a reluctance on the part of manufacturers to provide entry-level mechanic training as opposed to upgrading already skilled mechanics.

The author notes that the scope of his study was limited and recommends further analysis of one or more industries with a comparison of analysis between industries.

July 1973

NTIS PB221887 ($9.50)

6-140* MARKET DIFFERENTIALS AND LABOR FORCE BEHAVIOR

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Wesley S. Mellow, Doctoral Candidate; Edward D. Kalachek, Sponsor, Department of Economics

Grant 91-29-74-46
Scheduled for completion spring 1975

Descriptors: LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; MIDDLE-AGED WORKERS; MEN; NATIONAL LONGITUDINAL SURVEYS

This research is aimed at developing an operational concept of the market differential variable, and empirically investigating the hypothesis that market differentials motivate various labor force behaviors. The researcher will consider the influence of market differentials on a limited subset of labor market processes, and develop and test hypotheses about the influence market differentials have on quit rates and duration of unemployment.

The study will use data from the 1966-1969 National Longitudinal Surveys of Men age 45-59.

6-141* . THE MEASUREMENT OF ALIENATION AND ITS CAUSES THROUGH THE USE OF BEHAVIORALLY ANCHORED RATING SCALES

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Michael A. Hopp, Doctoral Candidate; Dr. John P. Cambell, Sponsor, Department of Psychology

Grant 91-27-74-08
Scheduled for completion fiscal year 1975

Descriptors: ALIENATION; WORK ATTITUDES; ATTITUDES; WORKER TRAITS; BEHAVIOR SCALES; TESTING; SUPERVISION

This project will develop and test a set of rating scales to determine: (1) The prevalence of and potential for alienated behavior among subordinates as perceived by superiors; and (2) the causes of alienated behavior as reported by subordinates.

The scales will be developed through observations supplied by first-level supervisors and nonsupervisors, meeting in separate workshops. Supervisors and nonsupervisory workers are being drawn from two organizations which differ in those characteristics believed significant to worker alienation. Findings for the two organizations will be compared to assure that characteristics and causes of alienated behavior are not specific to a particular organization.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-142 THE MEASUREMENT OF THE ECONOMIC VALUE OF SCHOOLING OUTPUT

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-69-35
Project completed fiscal year 1973

Robert B. Wallace
April 1973

Report Descriptors: EARNINGS; RETURNS ON EDUCATIONAL INVESTMENT; HUMAN CAPITAL; STATUS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS

6-143* THE MEASUREMENT OF TOTAL AND PRIMARY FACTOR PRODUCTIVITY: A DISAGGREGATED STUDY OF THE POSTWAR JAPANESE ECONOMY AND A COMPARATIVE STUDY WITH THE UNITED STATES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Mieko Nishimizu, Doctoral Candidate; Dr. Carl F. Christ, Sponsor, Department of Political Economy

Grant 91-24-74-48
Scheduled for completion spring 1975

Descriptors: PRODUCTIVITY; JAPAN; INDUSTRY PRACTICES

This study attempts to define and measure productivity and to compare and contrast the sources of growth in two economies (United States and Japan) over the postwar period at a disaggregated industry level.

The Divisia index approach (extended to take account not only of labor and capital, but also of materials inputs) will be applied to existing data.

Data for several industries are being compiled on labor inputs classified by age, sex, occupation, style of firm, and capital equipment.

6-144* MILITARY LABOR MARKETS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Glen A. Withers, Doctoral Candidate; Dr. Arthur Smithies, Sponsor, Department of Political Economy

Grant 91-25-74-47
Scheduled for completion spring 1975

Descriptors: ARMED FORCES; VOLUNTEERS; OCCUPATIONAL CHOICE; INTERNATIONAL MANPOWER

This study examines the military labor market to evaluate the success of the move to voluntarism and to gauge its long term prospects.

A theory of occupational choice will be used to derive a model of military manpower supply which can be applied empirically to each country. The military data will come largely from unpublished sources compiled for the military's use and not restricted for security reasons. Civilian data are available from standard Labor Department and/or Census Department sources. Attitudinal data are available from public opinion research polls in each country.

6-145 NOW—THE FORMATIVE YEARS: THE NATIONAL EFFORT TO ACQUIRE FEDERAL ACTION ON EQUAL EMPLOYMENT RIGHTS FOR WOMEN IN THE 1960'S

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Grant 91-34-69-26
Project completed fiscal year 1973

John H. Florer
March 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; CIVIL RIGHTS ACT (1964); WOMEN; NATIONAL ORGANIZATION FOR WOMEN (NOW); SEX DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; FEDERAL GOVERNMENT

NTIS PB219076 ($6)

6-146 OCCUPATIONAL DIFFERENCES IN WAGE DISCRIMINATION AGAINST BLACK MEN: THE STRUCTURE OF RACIAL DIFFERENCES IN MEN'S WAGE RETURN TO SCHOOLING, 1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Ross M. Stolzenberg, Doctoral Candidate; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-72-24
Project completed fiscal year 1974

Descriptors: WAGE DIFFERENTIALS; MEN; BLACKS; RACIAL DISCRIMINATION; OCCUPATIONAL STRUCTURE; RETURNS ON EDUCATIONAL INVESTMENT; WAGES

This study has two main foci: (1) The role of education in the determination of men's hourly wage rates; and (2) the causes of occupational variation in the racial difference in men's wage returns to schooling.

The primary data sources for this study are the U.S. Census of Population 1960 and the 1 percent and .01 percent Public Use Data files. A measure of the racial difference in hourly wage returns to years of schooling completed is computed for each of 62 detailed occupational categories. These occupations contained the vast majority of blacks in the experienced civilian labor force in 1960.

The report concluded that occupational wage effects are significant net of "human capital" and industry wage effects, and that industry wage effects are significant net of occupational and human capital effects on wages. Programs designed to train minority workers for high-wage occupations must be coordinated with equal opportunity programs designed to keep these workers from being overcrowded in low-wage industries. Industries which pay above average wages to incumbents of one occupation do not necessarily pay high wages to employees in other occupations. The author also found support for theories of discrimination which emphasize competition between workers of different races.

The author poses two questions that he feels need further research: (1) If racial differences in wage returns to schooling do not account for racial differences in hourly wages of men who have equivalent education and who work in the same occupation, what does? (2) What are the effects of females in an occupation on discrimination against black males in its labor force, and on discrimination which keep black males out of its labor force?

December 1973

NTIS PB225840 ($4.75)

6-147* OCCUPATIONAL LICENSURE OF ALLIED HEALTH MANPOWER: EFFECTS ON COSTS AND EMPLOYMENT OPPORTUNITIES AND HISTORICAL SPREAD IN THE HEALTH SECTOR

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

William D. White, Doctoral Candidate; Dr. Peter B. Doeringer, Sponsor, Department of Economics

Grant 91-25-73-31
Scheduled for completion fiscal year 1975

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; OCCUPATIONAL LICENSING; HEALTH MANPOWER; INTERNAL LABOR MARKET; EMPLOYMENT OPPORTUNITIES

The basic objective of this study is to provide a systematic economic analysis of: (1) The quantitative impact of the occupational licensure of allied health manpower on the cost of health services; (2) the effect of licensure on employment opportunities in allied health occupations; and (3) the spread of licensure in the allied health occupations. The four hypotheses to be tested are: (1) Licensure raises wage levels in occupations; (2) licensure alters the sex and race composition of occupations; (3) licensure changes the structure of production and internal labor markets; and (4) professional organizations have been the underlying force behind the spread of licensure, and older professional groups, especially the American Medical Association, have played a major role in the spread of licensure to new occupations.

The wide diversity of State licensure laws makes it possible to use cross-sectional analysis to test the first three hypotheses. This analysis will be conducted at two levels: a broad econometric analysis of aggregate data, and collection and analysis of detailed data for two or three specific occupations. Testing the fourth hypothesis will require use of historical material.

6-148 OCCUPATIONAL MOBILITY OF LOW-INCOME WORKERS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-65
Project completed fiscal year 1972

Lawrence Slifman
April 1972

Report Descriptors: OCCUPATIONAL MOBILITY; LOW-WAGE JOBS; LABOR SUPPLY; LABOR DEMAND; WAGE DIFFERENTIALS; UPGRADING

NTIS PB208340

6-149 OCCUPATIONAL MOBILITY AMONG UNIONIZED CIVIL SERVICES WORKERS IN NEW YORK CITY

NEW YORK UNIVERSITY
NEW YORK, N.Y.

John Robertson Morse, Doctoral Candidate; Ronald D. Corwin, Sponsor, Department of Sociology

Grant 91-36-71-13
Project completed fiscal year 1974

Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; OCCUPATIONAL MOBILITY; UNIONIZATION; NEW YORK, NEW YORK

The purpose of this research was to examine the effects of institutional variables on labor mobility, hypothesizing that personal and demographic characteristics are less important in determining patterns of mobility than the structures of occupations and their attendant credential requirements for admission into and promotion within job hierarchies.

The effect of three strategies on four occupational groups (hospital workers below nurse level, blue-collar laborers, clericals, and school/social service paraprofessionals) were examined over a 3-year period. The three strategies were: (1) Changing the individual through high school equivalency programs; (2) loosening up job credential requirements; and (3) early retirement coupled with sizable pensions and assistance in beginning a new career. Questionnaires and interviews were used in accumulating data.

The study concluded that equivalency program graduates had higher mean mobility than the control group. Examination of the credential alteration program established that educational and experience requirements have either been dropped entirely or lowered in a number of entry titles, thus providing employment for persons not previously eligible, especially minorities. There was also a proliferation of job titles providing op-

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

portunities for entry and promotion to a higher title with higher salary, but often with no change in job content. When special retirement benefits were created in 1968 there was a 300-percent increase in the number of those retiring. But data provided by the city suggest that early retirement benefits have not been utilized primarily due to the inability of persons over 55 to gain employment elsewhere.

April 1974

NTIS

6-150 OCCUPATIONAL SPECIALIZATION, CHAIN MIGRATION, AND THE ASSIMILATION OF MEXICAN AMERICANS INTO MICHIGAN COMMUNITIES

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Jerry N. Judy, Doctoral Candidate, Dr. Grafton D. Trout, Sponsor, Department of Sociology

Grant 91-24-69-25
Project completed fiscal year 1974

Descriptors: JOB SEARCH; GEOGRAPHIC MOBILITY; MIGRATION; MIGRANTS; INFORMATION SYSTEMS; MEXICAN AMERICANS; ASSIMILATION; MICHIGAN

The general concern of this study is with the means by which immigrants are assimilated in new communities. The particular focus was upon the manner in which migrants and local individuals, both skilled and unskilled, found jobs in an automobile plant which was new to the community.

The author analyzed the extent of job searches, the sources of information, the means of obtaining jobs, and the extent of the information obtained.

The study found that migrants to the community appeared to be less informed about the nature of the job market and as a consequence had a more complex job search. However, when a new industry enters a community the migrants have more direct access to the better jobs than the locals. Friends and relatives were an important source of information and assistance in getting the job. The study concluded that the best time for persons without previous association with an industry to be employed, is when a plant is new and before informal networks of job assistance develop. However, even at this stage these persons are at a disadvantage because the new plant provides considerable advantage for the more experienced workers.

NTIS PB223105 ($4.75 HC., $1.45 MF.)

6-151 AN ORGANIZATIONAL ANALYSIS OF THE HIRING OF ENGINEERS

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
CHAMPAIGN, ILL.

Grant 91-15-69-51
Project completed fiscal year 1973

Roger D. Roderick
June 1973

Report Descriptors: ENGINEERS; HIRING PRACTICES; MANPOWER PROJECTIONS; JOB APPLICANTS; MANPOWER NEEDS; OCCUPATIONAL STRUCTURE

NTIS PB220944 ($6)

6-152* PAY DIFFERENTIALS AND DIFFERENCES IN THE DISTRIBUTION OF EMPLOYMENT OF FEMALE AND MALE WORKERS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Francine D. Blau, Doctoral Candidate; Dr. Peter B. Doeringer, Sponsor, Department of Economics

Grant 91-25-71-24
Scheduled for completion fiscal year 1975

Descriptors: MALE/FEMALE; WAGE DIFFERENTIALS; LABOR DEMAND; SEX DIFFERENCES; EARNINGS

This analysis of the employment patterns and earnings of women seeks to: (1) Construct a model of wage determination to assess interfirm and intraoccupational sex differences in pay in the light of supply and demand conditions of local labor markets, industry, scheduled weekly hours, size of establishment, unionization, and percentage of female office workers within each firm, as reported by the Bureau of Labor Statistics for 15 major northeastern cities; and (2) apply the model to data obtained from 15 New Haven employers.

6-153 A PHENOMENOLOGY OF HUMAN LABOR

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Charles M. Savage, Doctoral Candidate; Thomas J. Blakeley, Sponsor, Department of Philosophy

Grant 91-25-71-38
Project completed fiscal year 1974

Descriptors: MEANING OF WORK; PHENOMENOLOGY; WORK ATTITUDES; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SATISFACTION; MOTIVATION; WORK INCENTIVES

Using a phenomenological approach, this study attempts to answer the following questions: (1) What is human work? and (2) what makes it a significant or insignificant human venture?

The research explores how the activity of work becomes humanly meaningful, viewing meaningful growth as a function of human time consciousness; and it examines the nature of work as a "form-bestowing activity," which is both accusative and reflexive.

The phenomena of "work and meaning" are described in their essential structures as well as their organic interrelationship. The "loss of self" or temporal pollution has been built into our industrial system by the systematic

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

divorce of "thinking and doing." Our system of industrial relations has solidified this separation through law, and it is all embedded in the educational process. In the redesign of the work world, the meaning of growth can take its rightful place in a humane economy. The task required is to design work modules, divisions of responsibilities, and communities of work large enough to include both the horizontal and vertical dimensions of human time consciousness. According to the study, responsibility, recognition, variety, and growth are essential for "human work modules," and will help to overcome the alienation, anomie, and atonie of our industrial work world.

To implement these findings it will be necessary to flatten existing work hierarchies, phase out artificial distinctions between management and labor, and lessen the intense concentration on the present (to the exclusion of the past and future). The real growth sector of an emerging human economy is in the area of human meaning growth. Work can become humanly significant if the temporal dimension of human work is recognized.
September 1973

NTIS PB224333/AS ($6.25 HC., $1.45 MF.)

6-154* POVERTY, POLITICS AND RELIEF: A STUDY OF PUBLIC WELFARE AND LOW-WAGE LABOR MARKETS IN BOSTON, 1922-1972

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
BOSTON, MASS.

Martin R. Holmer, Doctoral Candidate; Dr. Michael J. Piore, Sponsor, Department of Economics

Grant 91-25-73-17
Scheduled for completion fiscal year 1975

Descriptors: WELFARE PROGRAMS; DUAL LABOR MARKETS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE PATTERNS; WELFARE RECIPIENTS; LOW-WAGE JOBS

This study is attempting to determine whether cyclical variations in the number of welfare recipients over the last 50 years can best be explained by: (1) A conventional analysis of labor market conditions (i.e., the number of welfare recipients is determined by the interaction of poor peoples' demand for assistance and government's supply of assistance); (2) a conventional analysis of labor market conditions combined with an analysis of the politics and administration of public assistance programs; or (3) an analysis which utilizes the dual labor market theory (i.e., the U.S. labor market is stratified into a primary, high-wage, stable-employment market and a secondary, low-wage, unstable-employment market) rather than conventional labor market theory. Variables being considered relate to the personality characteristics of unemployed individuals, welfare caseworkers' attitudes toward their clients, and the protest movements' values and ideologies that have influenced welfare politics.

Econometric models derived from these theories are being developed with time series data on Boston public assistance programs and other political, social, and economic data. Sources include publications, documents, and public records of the Boston city government, Federal publications, and newspapers.

6-155 A PREDICTIVE STUDY OF EMPLOYABILITY AMONG THE VISUALLY IMPAIRED WITH THE CALIFORNIA PSYCHOLOGICAL INVENTORY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-14
Project completed fiscal year 1973

Bernard A. Bast
May 1973

Report Descriptors: HANDICAPPED; FEASIBILITY STUDY; EMPLOYABILITY DEVELOPMENT; CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI); PREDICTION OF SUCCESS IN PROGRAMS

NTIS

6-156 THE PROBLEM OF TEENAGE UNEMPLOYMENT

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Alan A. Fisher, Doctoral Candidate; Lloyd Ulman, Sponsor, Department of Economics and Institute of Industrial Relations

Grant 91-06-72-21
Project completed fiscal year 1974

Descriptors: MINIMUM WAGE LAWS; TEENAGERS; EMPLOYMENT OPPORTUNITIES; UNEMPLOYMENT; LABOR SUPPLY; BLACK/WHITE

The study examines the increase in teenage unemployment within a historical, theoretical, and empirical context.

The author's explanations for trends in unemployment and labor force participation are analyzed in terms of economic theory and the mechanisms by which these factors might operate in labor markets.

The research indicated that the increase in teenage unemployment rates began prior to 1962. Contrary to current belief, there is no evidence of an increase in unemployment for white males age 18-19. Furthermore, involuntary-unemployment explanations, i.e., rapid mechanization of agriculture, minimum wage, and the "baby-boom", are more important than voluntary unemployment explanations, i.e., high job turnover, in shedding light on the increase in teenage unemployment. Regression analysis using aggregate data may be of value in explaining the workings of labor markets.

A reasonable reduction in the minimum wage of 15-20 percent might decrease the unemployment rate for teenagers by approximately 2 percent. However, elimination of the minimum wage would not solve the unemployment problem for nonwhite teenagers.
September 1973

NTIS PB223914/AS ($7.75 HC., $1.45 MF.)

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-157 THE PRODUCING CLASSES: IDEOLOGY IN AMERICAN AGRARIAN AND LABOR MOVEMENTS, 1866-1896

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Jonathan E. Garlock, Doctoral Candidate; Herbert G. Gutman, Sponsor, Department of History

Grant 91-36-73-12 (formerly 91-36-71-45)
Project completed fiscal year 1974

Descriptors: UNSKILLED WORKERS; LABOR MOVEMENT; UNIONS; UNIONIZATION; SKILLED WORKERS; RURAL AREAS; FARM WORKERS; UNION IMPACT

This study analyzed the history of the Order of the Knights of Labor in terms of its basic structural unit, the Local Assembly.

Preliminary to such analysis a computer data bank was created with respect to the Knight's Assemblies. Data were coded with respect to each local's assigned number, its geographic location, the population of place of location, its dates of existence, membership by year, and each member's occupation, race, sex, and ethnic origin. Analysis of this data is conducted in terms of three variables: distribution of Local Assemblies and membership geographically, occupationally, and by size of place of location.

The basic conclusions of the study are that the Knights of Labor was more important than has been thought, and at a much earlier date; and that it lasted considerably longer and had a great deal more influence on the labor movement than has been assumed.

The study's impact beyond its immediate conclusions lies in its methodological innovations and their implications for labor history. One immediate consequence of the data bank is that other researchers in the field can add to the basic fund of information on this organization, thus permitting continuing work without duplication of effort. Another consequence is the extension of this approach to other labor organizations.

A STRUCTURAL ANALYSIS OF THE KNIGHTS OF LABOR: A PROLEGOMENON TO THE HISTORY OF THE PRODUCING CLASSES
1974
NTIS PB236436/AS ($9.25 HC.)

6-158* THE PUBLIC EMPLOYMENT PROGRAM (PEP) IN A RURAL SETTING: AN ANALYSIS OF PARTICIPANT EXPERIENCES IN WISCONSIN

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David R. Zimmerman, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-55-73-20
Scheduled for completion fiscal year 1975

Descriptors: URBAN AREAS; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; JOB SEARCH; EMPLOYMENT PATTERNS; LABOR MARKET BEHAVIOR

This project compares participant experiences in two components of the Wisconsin PEP: (1) The State government component, which includes all positions located in the primarily urban political jurisdictions of directly funded local program agents; and (2) the balance-of-State component, comprising the primarily rural counties that qualify for PEP funds on the basis of their unemployment rates but do not meet the population criterion to qualify as direct program agents. To determine if PEP is achieving its goal of providing unemployed workers with jobs in the public sector, the researcher is comparing the labor market experience, work and training qualifications, job search methods, demographic characteristics, and incomes of program hires, nonhires, and eligible nonapplicants. To determine if PEP is helping participants secure unsubsidized employment, he is comparing the earnings and employment experience of program participants and terminees. The project will include an appraisal of the impact of PEP on the development of rural areas.

Data are being gathered from program records; through mail questionnaires to samples of program participants, terminees, nonhires, and eligible nonapplicants; and in personal interviews with program administrators and small samples of participants and terminees.

6-159 PUBLIC SERVICE EMPLOYMENT FOR THE DISADVANTAGED

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Lowell M. Glenn, Doctoral Candidate; Dr. Garth L. Mangum, Sponsor, Department of Economics

Grant 91-11-71-20
Project completed fiscal year 1974

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; MANPOWER UTILIZATION; DISADVANTAGED; GOVERNMENT POLICIES

This study reviews some of the alternative models of Public Service Employment (PSE) that have emerged or might be appropriate in the future. It also explores the basic purposes to which government policies might be directed in manpower and employment activities.

The study reviews the recent evolution of attitudes toward PSE with the government's commitment to employment and manpower policy. The legislative history and implementation of program activities of the Emergency Employment Act (EEA) for 1971 are analyzed. The experience of the depression work relief programs, the PSE-related efforts of the 1960's and European PSE activities are discussed in an effort to extract lessons that might be helpful in making current PSE activities more effective.

The study found that Public Service Employment is probably more effective as a redistribution program than as an anticyclical technique or a method for improving the basic employability of program participants. The author suggests that the program be redirected to better serve the needs of those who have previously been excluded from meaningful participation in the world of work (the disadvantaged, residual, or handicapped worker).

There is a need for further research into the problems of dealing with the operating and administrative difficulties which may be encountered in an attempt to implement a major PSE program for the disadvantaged or residual worker who cannot compete in the regular labor market. It is also important to improve social science evaluation techniques to measure the effectiveness of these programs.
December 1973

NTIS PB228717/AS ($6.75 HC., $1.45 MF.)

6-160 QUALITY CHANGE IN LABOR INPUT AND WAGE DIFFERENTIALS: A STUDY OF JAPANESE MANUFACTURING INDUSTRIES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Toshiaki Tachibanaki, Doctoral Candidate; Dr. Carl F. Christ, Department of Political Economy

Grant 91-24-72-50
Project completed fiscal year 1974

Descriptors: WAGE DIFFERENTIALS; JAPAN; ECONOMIC ANALYSIS AND ECONOMETRICS; PRODUCTIVITY; EARNINGS; MANUFACTURING

This dissertation consists of four chapters. Chapter 1 is a study of wage differentials and how they are distributed using very disaggregated data. Chapter 2 is a comparative study of wage differentials in the U.S. and Japan from an economic theory and historical point of view. Chapter 3 discusses quality change in labor input with emphasis on examining "aggregation error." Chapter 4 is a study of the aggregation of labor, emphasizing the order of aggregation in a multilevel constant elasticity substitution (CES) function.

The main data source is the "Wage Structure Survey" published by the Japanese Ministry of Labor. The data cover eight large one-digit industry classes such as mining, construction, and manufacturing, as well as such medium and small classes as food and kindred products, textiles, etc. The original data were collected through survey analysis, and the workers described in the survey are restricted to those working full time.

The study had four major findings. In Japanese manufacturing industries sex, experience, and age are the main determinants of wage differentials. In comparing Japan and the U.S., a notable similarity is the importance of sex in explaining wage differentials. Significant dissimilarities are education and experience. In the U.S. education is more important than experience in explaining wage differentials; these findings are reversed in Japan. The author concluded that when highly aggregated data are used to estimate productivity change the empirical results are likely to be biased. In Japanese manufacturing industries aggregations of labor proceeds by occupation to sex, to education.
October 1973

NTIS

6-161* RATES OF RETURN TO INVESTMENT IN EDUCATION AT ALL LEVELS IN THE STATE OF NEBRASKA

UNIVERSITY OF NEBRASKA
LINCOLN, NEBR.

Walter A. Verdon, Doctoral Candidate; Dr. Campbell R. McConnell, Sponsor, Department of Economics

Grant 91-13-73-30
Scheduled for completion fiscal year 1975

Descriptors: EDUCATION EFF[illegible] CAREER PATTERNS; RETURNS ON EDUCATIONAL INVESTMENT; INVESTMENT; NEBRASKA

This study is testing the hypothesis that individuals have invested efficiently in the various levels of education. It will estimate the rates of return on investment at all levels of formal schooling (elementary, secondary, vocational, and college/university) and compare these with alternative investments.

Earnings and education data will be derived from the 1970 Census Public Use Sample and the 1/100 1960-70 Compatible Public Use Sample. Cost data are being obtained from the State of Nebraska.

6-162* RELATIONSHIPS BETWEEN POPULATION DECREASE AND TERTIARY EMPLOYMENT OPPORTUNITIES IN AGRICULTURAL COMMUNITIES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Judy Parker Appelt, Doctoral Candidate; Dr. Robert C. Mayfield, Sponsor, Department of Geography

Grant 91-46-70-35
Scheduled for completion fiscal year 1975

Descriptors: POPULATION; AGRICULTURAL COMMUNITIES; EMPLOYMENT OPPORTUNITIES

This study of the impact of declining population on job opportunities focuses on small, agriculturally oriented towns in an effort to: (1) Establish the order in which business and service functions change or disappear; and (2) correlate those functions which show the greatest loss, gain, or alteration of form with changes in opportunities for existing and potential entrepreneurs and employees. Inventories are being made of functions present and opportunities filled for the periods 1950-60 and 1960-70.

The study is based on a stratified random sample of 40 agriculturally based towns in western Kansas whose populations declined between 1950 and 1960. Data are being gathered from secondary sources, field observations, and interviews with a random sample of 375

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

proprietors, managers, professionals, and skilled workers active in the towns since 1950. In addition to information concerning past and current job opportunities, the interviews are probing the respondents' attributes and their subjective opinions about prospective opportunities within their particular occupations.

6-163* The Relative Economic Status of Chinese, Japanese, and Blacks in California

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Harold H. Wong, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Grant 91-06-74-05
Scheduled for completion summer 1974

Descriptors: CHINESE AMERICANS; MINORITIES; BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; SPANISH-SPEAKING AMERICANS; RETURNS ON EDUCATIONAL INVESTMENT; CALIFORNIA

The objectives of the study are to increase understanding of ethnic earning differences and to interpret economic problems confronting black and Asian communities. It hypothesizes that: (1) Blacks, Chinese Americans, and Japanese Americans receive less return from education than do whites; (2) young black, Chinese-American and Japanese-American men are doing no better relative to whites than their elders have done; (3) employment opportunities would improve if minorities were dispersed; (4) members of these minority groups face significant acculturation problems which affect earnings, employment, and status; and (5) ethnic differences in achievement reflect differences in aspiration.

The Bureau of the Census public use sample, which includes data on weeks worked during the year and annual income, is the source for this analysis.

6-164* The Relative Economic Efficiency of Registered Nurse Training Programs

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

H. Allan Hunt, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Grant 91-06-73-23
Scheduled for completion fiscal year 1975

Descriptors: RETURNS ON TRAINING; NURSES; COSTS; TRAINING PRACTICES

This project compares salaries, costs of training, and earnings foregone during training of registered nurses in three educational categories: (1) Traditional 3-year, hospital-based diploma programs; (2) 4- and 5-year baccalaureate degree programs; and (3) 2-year associate degree programs offered by community colleges. The salary effects of such variables as age, seniority, geographic location, area of clinical practice (i.e., hospitals, nursing homes, clinics, doctors' offices, etc.) are being investigated. Data are being sought from questionnaires mailed to a random sample of 2,000 registered nurses in California.

6-165 Role Conflict Experienced by Indigenous Service Workers in Public Welfare

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-39
Project completed fiscal year 1973

Dorothea Cudaback
October 1972

Report Descriptors: ROLE CONFLICT; SERVICE INDUSTRIES; INDIGENOUS PERSONNEL; WELFARE PROGRAMS; JOB SATISFACTION; WORK ATTITUDES; SOCIAL SERVICE EMPLOYEES

NTIS PB213393

6-166 Role Models and Occupational Knowledge: A Study in Adolescent Socialization

TULANE UNIVERSITY
NEW ORLEANS, LA.

Grant 91-22-72-04
Project completed fiscal year 1973

Shirley B. Laska
March 1973

Report Descriptors: SOCIAL RELATIONSHIPS; ROLE MODELS; OCCUPATIONAL INFORMATION; VOCATIONAL GUIDANCE; YOUTH; CAREER GOALS

NTIS PB218932 ($6)

6-167 Role Performance and Commitment to the Organization

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-71-35
Project completed fiscal year 1972

Jack L. Franklin
May 1972

Report Descriptors: JOB SATISFACTION; PRODUCTIVITY; ATTITUDES; JOB PERFORMANCE; JOB ANALYSIS; WORK ROLES; WORK ATTITUDES

NTIS PB207345

6-168 A Search for a Successful Agricultural Migrant: An Account of Five Fruit Harvests on the West Coast of the United States

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-66-18 and 91-34-67-28
Project completed fiscal year 1972

Warren Mintz
February 1972

Report Descriptors: MIGRANTS; JOB STRUCTURE; INCENTIVES; WESTERN U.S.; JOB ANALYSIS; FARM WORKERS; PARTICIPANT-OBSERVER METHODOLOGY

NTIS PB207121

6-169 Sectoral Trends in Employment and Shifts in the Phillips Curve

UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

Thomas R. Dalton, Doctoral Candidate; Milton Z. Kafoglis, Sponsor, Department of Economics

Grant 91-12-73-10
Project completed fiscal year 1974

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT PATTERNS; ECONOMIC INDICATORS; LABOR MARKET INFORMATION

This study developed and tested a "segmented markets" Phillips curve model which was based on the demand-oriented industrial distinctions noted by Victor Fuchs and was related to recent models emphasizing both excess demand and price expectational influences.

The information provided by Fuchs' research and a labor force participation analysis included in the paper served as a basis for the hypothesis that sectoral Phillips curves possess different values for the intercept and coefficients, resulting from differences in the output and labor markets of the sectors. Further, with the assumptions that no aggregation problems (such as dispersion of unemployment effects) are present, the two sector curves were combined to form an aggregate Phillips tradeoff.

Tests of the model showed that sectoral Phillips curves exist, but that the assumptions underlying the aggregation process limit the interpretation of the aggregate function. However, trends in employment are shown to have pivoted the aggregate curve in the wage-change unemployment rate plane, such that a curve using 1970 employment weights is more steeply sloped than the curve using either 1950 or 1960 weights.
August 1973

NTIS PB223164 ($4.50 HC., $1.45 MF.)

6-170 The Selective Migration Bias in Labor Force Participation Rates

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-18
Project completed fiscal year 1973

Darryl W. Lowry
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; MIGRATION; UNEMPLOYMENT; CHRONICALLY UNEMPLOYED; EMPLOYMENT OPPORTUNITIES; DISSERTATIONS

NTIS PB214315

6-171* Sex Differences in the Income Determination Process

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Paula Hudis Snyder, Doctoral Candidate; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-73-19
Scheduled for completion fiscal year 1975

Descriptors: DUAL LABOR MARKETS; MODELS; SEX DIFFERENCES; SEX DISCRIMINATION; INCOME DIFFERENTIALS; WOMEN'S OCCUPATIONS; OCCUPATIONAL STRUCTURE

This project is formulating a model of the social process which produces sex differentials in income within a sample of occupations and for the U.S. labor force as a whole. Data from the 1970 Census are to be applied to the model to test the following hypotheses: (1) The male and female labor forces differ in racial composition, age distribution, and proportion employed part time; (2) men and women are differentially distributed through the occupational structure, with women situated in the lower paying jobs; (3) predominantly female occupations exhibit a net decrement in income which is partly attributable to their sex composition; and (4) a residual income differential exists between males and females which is attributable to sex discrimination by employers.

6-172 Similarity-Dissimilarity in Counselor-Counselee Ethnic Match and Its Relevance to Goal Behaviors of Job Trainees

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-56
Project completed fiscal year 1973

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Don K. Harrison
July 1972

Report Descriptors: ATTITUDES; COUNSELING AND GUIDANCE; ETHNIC GROUPS; VOCATIONAL GUIDANCE; WORK INCENTIVE PROGRAM (WIN); CONCENTRATED EMPLOYMENT PROGRAM

NTIS PB210142

6-173* Social and Psychological Impact of Worklife Instability

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Jeffrey M. Schevitz, Doctoral Candidate; Dr. Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Grant 91-05-69-01
Scheduled for completion fiscal year 1975

Descriptors: JOB LOSS; ATTITUDES; LAYOFFS; ADJUSTMENT; CHRONICALLY UNEMPLOYED; ENGINEERS; SCIENTISTS; SKILLED WORKERS

This study examines the long-term social and psychological impact of varying amounts of worklife instability, based on a mail survey of 1,200 engineers and scientists and 1,200 skilled workers, both split between defense and commercial work. Worklife instability is defined as downgrading, frequent job changes, or layoffs resulting from technological obsolescence or cancellation of defense contracts. The study is attempting to find ways of minimizing the negative effects of worklife instability. The researcher postulates that an individual's response to worklife instability depends primarily on his attribution of blame for the instability, his career orientation, and aspects of the work role organization and industry within which he locates reemployment.

6-174 Social Inequality and Labor Force Participation

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Jonathan King, Doctoral Candidate; Dr. Bruce Herrick, Sponsor, Department of Economics

Grant 91-06-72-38
Project completed fiscal year 1974

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE PARTICIPATION; BLACKS; SPANISH-SPEAKING AMERICANS; EDUCATION EFFECT ON CAREER PATTERNS

This study developed a model in which the labor force participation rate of persons of a given sex and ethnic or racial group, observed in different areas of the country, is a function of several variables, measured as area rates.

A linear regression model fitted with SMSA data from the 1970 U.S. Census of Population was used to test theoretical statements concerning the relationship between labor force participation rates and the following independent variables: average age, average years of education, vocational training rate, disabled rate, unemployment rate, change in employment rate, wage rate, average nonlabor income, marriage rate, proportion of women with young children, wage/social inequality, and unemployment/social inequality rates.

Four of the independent variables are unique to this study: rates of vocational training, disability, wage/social inequality, and unemployment/social inequality. The study found that the vocational training rate performed generally as anticipated (with increases in area vocational training rates leading to increases in area group labor force participation rates), but the results for the disabled rate and the two social inequality rates were ambiguous. Average age, unemployment rate, wage rate, and marriage rate performed as expected from theory. The results of the unemployment rate gave excellent confirmation of results of previous related studies.

1973

NTIS

6-175 A Social Psychological Exploration of Power Motivation Among Disadvantaged Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-21
Project completed fiscal year 1972

Teresa E. Levitin
April 1972

Report Descriptors: MEN; SOCIAL RELATIONSHIPS; BLACKS; MOTIVATION; WORK ATTITUDES; DISADVANTAGED; UNSKILLED WORKERS; LITERATURE REVIEW

NTIS PB208245

6-176 The Social Science Ph.D. in Corporate Industry

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-31
Project completed fiscal year 1972

Michael W. Stebbins
December 1972

Report Descriptors: LABOR DEMAND; CORPORATIONS; SOCIAL SCIENCES; MANPOWER PROJECTIONS; EMPLOYMENT OPPORTUNITIES; DOCTORAL DEGREES

NTIS PB213533

6-177* The Social Worker in Manpower Programs: An Assessment of Professional Tasks, Dilemmas, and Implications for Curricular

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

DEVELOPMENT IN GRADUATE SCHOOLS OF SOCIAL WORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Frank Kushin, Doctoral Candidate; Dr. Russell A. Nixon, Sponsor, School of Social Work

Grant 91-36-73-18
Scheduled for completion winter 1975

Descriptors: SOCIAL SERVICE EMPLOYEES; EDUCATION EFFECT ON CAREER PATTERNS; FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENT; UNIVERSITIES AND COLLEGES; CURRICULA; MANPOWER PROGRAM STAFFING

This appraisal of the role of the social worker in manpower programs addresses the following questions: At what hierarchical and functional levels are social workers employed? How were they recruited? To what extent is their educational background relevant to their professional work? What is the prognosis for the professional preparation of manpower agency personnel in view of recent major revisions in manpower programs? How can social workers contribute to the planning and delivery of these evolving programs?

The researcher has sent questionnaires to the 627 workers listed as employed in manpower and manpower-related programs in the October 1972 Directory of Professional Social Workers. Additional data will be obtained from interviews with manpower program personnel responsible for the hiring and supervision of social workers, and with Federal, State, and local manpower officials responsible for establishing policies for the employment and deployment of these workers.

6-178 SOCIOLOGICAL ASPECTS OF DEBT ENTANGLEMENT

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eric W. Single, Doctoral Candidate; Dr. Allan A. Silver, Sponsor, Department of Sociology

Grant 91-36-71-23
Project completed fiscal year 1974

Descriptors: STATUS; CONSUMPTION; DEBTOR/CREDITOR RELATIONSHIP; GARNISHMENT OF WAGES

This study concerns the role of the debtor and more specifically the sociological implications of consumer credit and the consequences of breakdowns in the credit system.

The dissertation utilizes several studies as data sources: (1) Caplovitz's debtor study based on interviews with defaulting debtors sampled from Court records; (2) Caplovitz's study on the cost of wage garnishment to employers in manufacturing industries; and (3) the National Opinion Research Corporation's "happiness study."

Debt problems most often afflict those of low income, low occupational prestige, and those on lower ethnic scale rungs (blacks and Puerto Ricans). Contrary to the stereotype image, which places the blame for credit breakdowns on the debtor's moral character, most debtors ended in default due to events which undermined their income flow, such as illness or unemployment. It was also found: (1) That in many cases the debtors defaulted due to creditor failure to fulfill the contract; (2) that 6.2 percent of workers per 1,000 in manufacturing lose or quit their jobs each year due to debt problems; and (3) that the great majority of employers support the creditor remedy of garnishment presumably because they see the interests of creditors as linked to their own interests. However, the higher the cost of garnishment to an employer, the less likely he is to support it. Finally it was found that the frequency of garnishment increases steadily with the size of the community.

It is recommended that there is a need for some system of insurance that would compensate for the vicissitudes of unemployment or illness and would permit restitution to creditors without resort to the often self-defeating tactics of harassment and garnishment.
August 1973

NTIS PB224961/3AS ($6.50 HC., $1.45 MF.)

6-179 STOCHASTIC MODELS OF SOCIAL MOBILITY: A COMPARATIVE ANALYSIS AND AN APPLICATION TO JOB MOBILITY OF MEXICAN-AMERICAN MEN

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-24-69-12
Project completed fiscal year 1973

Nancy Brandon Tuma
March 1973

Report Descriptors: OCCUPATIONAL MOBILITY; SOCIAL MOBILITY; STATUS; MEN; MATHEMATICAL MODELS; MEXICAN AMERICANS; MIGRANTS

NTIS

6-180 THE STRUCTURE OF EARNINGS AND INVESTMENTS IN HUMAN RESOURCES: A COMPARISON BETWEEN THE UNITED STATES AND JAPAN

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Haruo Shimada, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-55-73-14
Project completed fiscal year 1974

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: EARNINGS; INCOME; WAGES; INVESTMENT; JAPAN; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; HUMAN RESOURCES

This dissertation compared the shapes of experience-earnings profiles and their differential structures across different segments of the labor market in the United States and in Japan.

Three aspects were examined: (1) Aggregate shapes of earnings streams; (2) the blue- and white-collar occupational segments; and (3) the large- and small-scale industry segments.

For the U.S. the analysis used the Survey of Economic Opportunities (1966) and the National Longitudinal Surveys of Men age 45 to 59 (1966); for Japan the 1967 report of the Basic Survey of Wage Structures was used. These nationwide sample surveys were analyzed by regression models which provided estimates of the impacts of a worker's occupational experience on his earnings.

Three points of similarity emerged from the analysis: (1) Experience has a positive impact on earnings; (2) the effect of experience accumulated within the firm of current employment is greater than that of experience obtained elsewhere in raising earnings; and (3) the patterns of the differentials between blue- and white-collar earnings profiles are remarkably similar. There are also three points of dissimilarity: (1) Work experience has a lower marginal effect on earnings in the U.S. than in Japan; (2) the effect of the interaction between education and experience on earnings is negative in the U.S. but positive in Japan; and (3) the differential between the earnings profiles of large- and small-scale industries is large at the initial stage and prevails throughout the whole span of work experience in the U.S., while in Japan it is very small at the beginning and grows exceedingly large as work experience accumulates.

1974

NTIS PB238194/AS ($8.50 HC.)

6-181* THE STRUCTURE OF OCCUPATIONAL MOBILITY IN THE U.S. ECONOMY

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Robert C. DauffenBach, Jr., Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Sociology

Grant 91-17-73-06
Scheduled for completion fiscal year 1975

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY

This research is based on the premise that occupational categories fall naturally into distinct substructures within which occupations are interrelated by systematic, nonrandom patterns of worker mobility. The candidate is analyzing: (1) The flow of workers from a given occupational category into other occupational categories and the supply routes through which the occupation draws replacements; (2) structures of cross-substitution and hierarchy between all possible combinations of pairs of occupations; (3) the relative importance of a given occupation as a supplier of replacements and new recruits to specific occupational categories; and (4) variations in the process of occupational mobility at different levels of aggregate demand. The project utilizes data from the Survey of Economic Opportunity and Current Population Surveys.

6-182 THE STRUCTURE OF SCIENCE

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-70-45
Project completed fiscal year 1973

Judith R. Blau
July 1972

Report Descriptors: SOCIAL STRUCTURE; PHYSICISTS; SOCIAL RELATIONSHIPS; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ORGANIZATIONAL STRUCTURE

NTIS PB208970

6-183* A STUDY OF GHETTO ECONOMIC CORPORATIONS

BRANDEIS UNIVERSITY
WALTHAM, MASS.

June Hopps, Doctoral Candidate; Dr. Wyatt C. Jones, Sponsor, The Florence Heller Graduate School for Advanced Studies in Social Welfare

Grant 91-25-71-04
Scheduled for completion fiscal year 1975

Descriptors: GHETTO RESIDENTS; MINORITY BUSINESS ENTERPRISE; CORPORATIONS; MANPOWER UTILIZATION; BLACK COMMUNITIES; MASSACHUSETTS, NORTH DORCHESTER; MASSACHUSETTS, ROXBURY

This study will analyze economic corporations which began emerging in urban black ghettos in the late 1960's. For a sample of the enterprises it is examining input (such as sources and amounts of initial funding, characteristics of manpower talent invested, and reinvested return from ghetto markets) and output (such as development of new professional and skilled manpower, contribution to community economic wealth, provision of products and services to the ghetto and beyond, and generation of spinoff enterprises).

The sample consists of all corporately owned plants or offices set up in Roxbury-North Dorchester, Mass., between June 1967 and January 1971. Material is being collected through discussions with executives of each corporation, and from company records and published materials.

6-184 A STUDY OF THE DEVELOPMENT OF NON-STANDARD WORKDAY OR WORKWEEK FOR WOMEN

BRYN MAWR COLLEGE
BRYN MAWR, PA.

Ruth W. Prywes, Doctoral Candidate; Dr. Merle Broberg, Sponsor, The Graduate School of Social Work and Social Research

Grant 91-42-73-16
Project completed fiscal year 1974

Descriptors: WOMEN; PART-TIME EMPLOYMENT; WORK SCHEDULES; MANPOWER NEEDS; STATUS; LOW-LEVEL OCCUPATIONS; PENNSYLVANIA, PHILADELPHIA

This report presents the findings of a November 1972 survey concerning Greater Philadelphia SMSA employer experience and opinion in regard to part-time employment of minimally skilled women.

The report data were secured chiefly through the questionnaire method, supplemented by interviewing and the 1970 census reports.

Part-time employment was found to be in widespread use in both private and public sectors in the SMSA. Of the nine private sector industries studied, trade, finance, and insurance are most likely to hire part-time women workers; textiles, chemicals, and allied industries are least likely; while other manufacturing, food processors, apparel, paper and printing are midrange. In the public sector, health education and welfare agencies and institutions are more likely to hire part-time workers than government agencies. Businesses with fewer than 25 workers report less part-time hiring experience than larger employers. The pattern of part-time employment is a combination of short days and a few days a week, on a steady basis. Employer motivation for part-time hiring is primarily related to meeting peak loads and a desire to utilize capital investment without incurring overtime costs and expansion of hours of customer service. Obstacles posed by unions vary by industry.

A review of current unemployment compensation and pension regulations indicates that changes are required to remove discrimination against the part-time worker.
March 1974

NTIS PB229614/AS ($23 HC., $1.45 MF.)

6-185* A STUDY OF THE SOCIAL SERVICE EMPLOYEES UNION OF THE NEW YORK CITY DEPARTMENT OF SOCIAL SERVICES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Richard H. P. Mendes, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

Grant 91-34-70-06
Scheduled for completion fiscal year 1975

Descriptors: INCENTIVES; WORK ATTITUDES; UNIONIZATION; UNION IMPACT; SOCIAL SERVICE EMPLOYEES

Assuming that one cause of dissatisfaction and attrition among social workers is a gap between their commitment and their opportunities to serve, this researcher is exploring whether improving extrinsic rewards (salaries, pensions, job security) through unionization reduces social workers' dissatisfaction with the intrinsic aspects of work. Information is being collected through interviews with leaders of two unions whose membership includes professional personnel from the New York City Department of Social Services, with department administrators, and with city officials, as well as from union and department records and publications. Matters to be investigated include the circumstances of unionization, the unions' policies (particularly regarding the integration of public and self-interests), and their interaction with adversary and supportive groups.

6-186* SUBSTITUTION IN THE LABOR MARKET: A NONSEPARABLE APPROACH

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Marvin H. Kahn, Doctoral Candidate; Dr. Edward D. Kalachek, Sponsor, Department of Economics

Grant 91-27-69-24
Scheduled for completion fiscal year 1975

Descriptors: LABOR MARKET BEHAVIOR; ELASTICITY OF SUBSTITUTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFLATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is concerned with the extent to which substitution among capital and different types of labor can offset the inflationary effects of capital and labor shortages. On the assumption that all labor market inputs interact with one another inseparably, the study tests the hypothesis that capital can act as either a substitute for or a complement to labor. Specifically, it investigates post-World War II changes in the elasticity of substitution with respect to workers in different occupations, age/sex groups, and levels of educational attainment in relation to changes in technology, the composition of output, and labor force characteristics.

6-187 THE SUPPLY OF LABOR AND THE INCENTIVE EFFECTS OF INCOME MAINTENANCE PROGRAMS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-23-70-24
Project completed fiscal year 1972

Samuel A. Rea, Jr.
October 1971

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: INCOME MAINTENANCE; LABOR DEMAND; LABOR SUPPLY, LABOR FORCE PARTICIPATION; WORK INCENTIVES

NTIS PB202351

6-188 Supply Responses of the Unemployed: A Probability Model of Reemployment

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-53-69-45
Project completed fiscal year 1972

Richard S. Toikka
1972

Report Descriptors: LABOR SUPPLY; UNEMPLOYED; PROBABILITY MODELS; WAGES; LAYOFFS; JOB SEARCH

NTIS PB204589

6-189 Technological Change and the Occupational Composition of the American Labor Force, 1950-1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-49
Project completed fiscal year 1973

William R. Buechner
August 1972

Report Descriptors: AUTOMATION; OCCUPATIONAL STRUCTURE; ECONOMIC FORECASTING; MANPOWER PROJECTIONS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR FORCE BEHAVIOR

NTIS PB201631 ($6)

6-190* Technological Transfer and Changes in the Perception of Technology Among American Engineers in the Twentieth Century

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

David F. Noble, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

Grant 91-36-72-39
Scheduled for completion fiscal year 1975

Descriptors: ENGINEERS; AEROSPACE INDUSTRY; LAYOFFS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

This study of past applications of the technology of business and industry to social problems focuses on three questions: (1) How has the engineer's definition of a technological problem changed during this century? (2) What has he learned from his experience in social engineering about the social and political significance of his skills and his social identity and role as a technologist? (3) What insights has he gained about the nature of modern science and technology, its habits of thought, and its modes of perception? The underlying assumption is that changes in technologists' perceptions of technology signal significant changes in technology.

The researcher is interviewing displaced aerospace engineers in Boston and a group of engineers and government and corporate officials associated with an experiment in California in 1964 to apply techniques of the aerospace industry to transportation, waste management, and crime prevention. Additional information is being gathered from trade journals and other published sources.

6-191 A Test of the "No Tradeoff in the Long Run" Hypothesis and the Dynamic Behavior of the Rates of Inflation

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-09
Project completed fiscal year 1973

Alex Cukierman
December 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT/INFLATION TRADEOFF; INFLATION

NTIS PB213390

6-192* The Determinants of Low Wages for Women Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Mary Huff Stevenson, Doctoral Candidate; Dr. Daniel R. Fusfeld, Sponsor, Department of Economics

Grant 91-26-71-16
Scheduled for completion fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; WOMEN; SEX DIFFERENCES; LOW-WAGE JOBS; MALE/FEMALE

This project is measuring the effects on the relative wages of men and women of differences in occupation, industry, and investment in human capital, with special attention to low-wage workers. It also describes the extent and nature of low-wage employment among women and the demographic and personal characteristics of women who work for low wages.

The analysis is based on data from the 1967 Survey of Economic Opportunity, combined with data from census and other government sources, to show the industry, occupation, and area of residence of the survey sample.

6-193 The Timing and Spacing of Births and Women's Labor Force Participation: An Economic Analysis

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Sue Goetz Ross, Doctoral Candidate; Jacob Mincer, Sponsor, Department of Economics

Grant 91-36-72-35
Project completed fiscal year 1974

Descriptors: WOMEN; MOTHERS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; FERTILITY

This research analyzed some economic aspects of the timing and spacing of births and examined women's labor force participation relative to this timing and spacing.

Two sources of data were used: The 1965 National Fertility Study conducted by the Office of Population Research, Princeton University, and the 1967 National Longitudinal Survey of Work Experience of Women 30-44. The focus was on 585 white non-Catholic mothers who had been married only once, whose husbands had been married only once, who did not live on a farm at the time the interviews were made, and who were old enough to have almost certainly completed childbearing. Comparisons were made between this primary subset of the NFS and other subsets, such as Catholics, mothers of two or more children, women who had been married one or more times.

It was found that: (1) Women with more education have a greater labor force commitment and acquire more depreciable market skills; (2) the income effect depends on both the level and timing pattern of income; (3) women with more education were significantly less than 1 year older for each additional year of schooling; (4) the husband's education had a positive effect on wife's age at first birth. Thus, it appeared that the price of time and the family income affect the number, timing, and spacing of births. In addition, women with high potential wage rates are more likely to work after having children and enter the labor force sooner after the birth of the last child; and women with high family incomes are less likely to work after having children and enter the labor force later after last birth if they do work.

April 1974

NTIS PB231342/AS ($5.50 HC., $1.45 MF.)

6-194 Trade Adjustment Assistance: A Case Study of the New England Shoe Industry

TUFTS UNIVERSITY
MEDFORD, MASS.

James E. McCarthy, Doctoral Candidate; Benjamin J. Cohen, Sponsor, School of International Economic Relations

Grant 91-25-73-22
Project completed fiscal year 1974

Descriptors: TRADE EXPANSION ACT; TRADE ADJUSTMENT ASSISTANCE; SHOE INDUSTRY; PUBLIC EMPLOYMENT PROGRAM; NEW ENGLAND

The dissertation presents a case study of worker and firm recipients of adjustment assistance benefits under the Trade Expansion Act of 1962.

To study worker programs, a systematic sample consisting of 200 workers (10 percent of the affected population) was chosen. Each worker was interviewed for information concerning personal characteristics, the job lost due to imports, and the adjustment experience of the individual since layoff. The three Massachusetts firms which received assistance were also visited to determine what use had been made of assistance given.

Major findings indicate that the adjustment assistance program has at least kept the three firms in business. However, such assistance appears to have limited potential because of the reluctance of firms to apply for it. The sample members had severe adjustment problems: (1) Eligibility requirements have been too strict for the program to reach many firms and workers; (2) the time lag between application for and receipt of benefits has been so long that most applicants have been forced to adjust on their own; (3) knowledge of available benefits is not widespread; (4) workers interested in training and relocation have often faced insurmountable administrative obstacles; and (5) many impacted workers and firms have simply not been interested in the benefits.

It is recomended that: (1) The eligibility requirements should be simplified and relaxed so that the program can reach more affected workers and firms and do so more quickly; (2) firms intending to lay off workers permanently should be required to give adequate notice of their intentions so that the adjustment process can begin before layoff; (3) responsible officials at Federal, State, and local levels must make more effort to provide assistance, particularly to meet the needs of women and older workers; and (4) the present system of trade readjustment allowances should be replaced with a system of lump sum compensation based on numbers of years of employment at the company, with extra weekly allowances for workers entering training.

1974

NTIS

6-195 Trade Union Sponsored Occupational Training in the U.S. Maritime Industry: The Upgrading and Retraining Program of the National Maritime Union

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-68-12
Project completed fiscal year 1972

Allan D. Spritzer
1972

Report Descriptors: OCCUPATIONAL TRAINING; RETRAINING; UNIONS; UPGRADING; MARITIME INDUSTRY; NATIONAL MARITIME UNION PROGRAM

NTIS PB201126 ($6)

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

6-196* Unemployment Compensation, the Duration of Unemployment, and Job Search

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Stephen M. Hills, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-55-74-11
Scheduled for completion fiscal year 1975

Descriptors: UNEMPLOYMENT INSURANCE; JOB SEARCH; DURATION OF UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

This study seeks to determine what variables influence the duration of unemployment, how varying amounts of unemployment insurance payments affect duration of unemployment, and how unemployment insurance compensation effects postunemployment earnings.

Analysis will be based on National Longitudinal Survey data and material from a University of Michigan study of income dynamics.

6-197* Unemployment in the Defense Industry: An Analysis of the Unemployed Worker's Job Search Strategy and the Manpower Policies of the Firm

TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

James H. Yeager, Jr., Doctoral Candidate; Arthur S. De Vany, Sponsor, Department of Economics

Grant 91-48-73-27
Scheduled for completion fiscal year 1975

Descriptors: INDUSTRY PRACTICES; DEFENSE WORKERS; UNEMPLOYED; JOB SEARCH; LABOR DEMAND

This study considers the interrelationships between the manpower policies of defense firms and the job search behavior of skilled defense workers who are unemployed. It will analyze factors which determine the individual firm's optimal stock of labor, because the demand for labor in the defense industry is not reckoned in the same way as in the conventional firm.

Data for the study are available from surveys covering more than 11,000 workers laid off by the defense industry in Seattle, Denver, and Long Island between 1963 and 1965. These data will be complemented by information collected on 14 defense firms from 1962 to 1966.

6-198 The Utilization of Indigenous Nonprofessionals in Human Service Organizations and the Factors Affecting It: An Exploratory Study

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-57
Project completed fiscal year 1973

Joseph Kat (Katan)
July 1972

Report Descriptors: HUMAN SERVICE AGENCIES; HUMAN SERVICE OCCUPATIONS; WORK ROLES; MANPOWER UTILIZATION; PARAPROFESSIONALS; INDIGENOUS PERSONNEL

NTIS PB207711 ($6)

6-199* Wage Determination for Public Employees: The Case of Public School Teachers

YALE UNIVERSITY
NEW HAVEN, CONN.

Charlotte K. Stiglitz, Doctoral Candidate; Dr. William C. Brainard, Sponsor, Department of Economics

Grant 91-09-72-29
Scheduled for completion fiscal year 1975

Descriptors: TEACHERS; PUBLIC SECTOR; WAGES; UNIONIZATION; RETURNS ON EDUCATIONAL INVESTMENT; PUBLIC EMPLOYMENT PROGRAMS

This study is seeking to ascertain the impact of public services supply and demand on teachers' salaries during the 1960's. It considers such questions as: (1) What is the relationship between a community's expenditures on education and the levels of earnings and educational attainment of its citizens? (2) What is the relative expenditure on education in communities with higher proportions of the population either over 65 or dependent on nonpublic schools? (3) Can teachers demand and receive higher salaries if the community's pupil-teacher ratio rises? If more attractive financial alternatives emerge in the private sector? (4) Can they be forced to accept salary cuts in communities with high rates of unemployment among professionals? (5) Has unionization boosted teachers' salaries relative to the salaries of nonunionized public employees and of other nonagricultural workers?

Sources for the analysis include the yearly census of public employment; the Census of Governments, 1962 and 1967; the Office of Education's Digest of Educational Statistics and Statistics of Nonpublic Elementary and Secondary Schools; and publications of the Research Division of the National Education Association, the National Catholic Educational Association, and the American Federation of Teachers.

6-200* Wage Differentials Between Federal Government and Private Sector Workers

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Sharon P. Smith, Doctoral Candidate; Dr. Michael K. Taussig, Sponsor, Department of Economics

Grant 91-34-74-12
Scheduled for completion fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; WAGE STRUCTURE; PRIVATE INDUSTRY; FEDERAL GOVERNMENT

This project considers whether comparable jobs in the Federal Government and private industry command comparable salaries. If a differential is found to exist, the researcher will measure it, identify its determinants, and trace changes in its size and determinants over time.

Data will be drawn from the 1967 Survey of Economic Opportunity and the 1/1,000 U.S. Census samples of 1960 and 1970.

6-201* Wage Labor and Urban Chicano Adaptation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Catherine V. Jucius, Doctoral Candidate; Dr. John T. Hitchcock, Sponsor, Department of Anthropology

Grant 91-55-74-30
Scheduled for completion winter 1975

Descriptors: CHICANOS; SPANISH-SPEAKING AMERICANS; WAGE EARNERS; WAGES; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO, SILVER CITY

The proposed research will focus on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

6-202* Wage Rate Determinants of the Working Poor

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barry Bluestone, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Department of Economics

Grant 91-24-70-51
Scheduled for completion fiscal year 1975

Descriptors: LOW-WAGE JOBS; WAGE STRUCTURE; WAGE DIFFERENTIALS

This study of low-income workers—particularly those with full-time, year-round employment—is investigating the extent to which their wage rates reflect individual capability as opposed to their race, sex, geographical location, or industry affiliation.

Wage determination models are to be tested with data from a recently completed project by the university's Institute of Labor and Industrial Relations. These data merge the results of the 1967 Survey of Economic Opportunity (SEO) with information from several other Federal surveys to produce a comprehensive set of detailed information on the characteristics of the regions, industries, and individuals in the SEO sample.

6-203* White Ethnic and Black Employment Patterns and Economic Performance in Selected Metropolitan Areas

CORNELL UNIVERSITY
ITHACA, N.Y.

Jules H. Lichtenstein, Doctoral Candidate; Dr. Barclay G. Jones, Sponsor, Department of Policy Planning

Grant 91-36-72-42
Scheduled for completion fiscal year 1975

Descriptors: INCOME; BLACK/WHITE; EMPLOYMENT PATTERNS; MINORITIES; OCCUPATIONAL STRUCTURE; METROPOLITAN AREAS; ETHNIC GROUPS

This research has four objectives: (1) To describe the distribution of white ethnics and blacks in the employment structure; (2) to analyze differences in employment patterns among minority groups, between minority groups and native whites of native parentage, and between minority groups and the total population; (3) to gain insights into some of the structural determinants of minority group economic performance in the metropolitan labor market; and (4) to investigate the public policy implications of the findings.

The study focuses on blacks and white ethnic groups in the New York, Philadelphia, Chicago, and Detroit standard metropolitan statistical areas. Data for the analysis are from the 1/100 County Group Public Use Sample of the 1970 Census.

6-204 "Without Credentials": The Performance of High School Dropouts in College

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

---

*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Grant 91-34-70-27
Project completed fiscal year 1973

Donald Lee Feldstein
March 1973

Report Descriptors: UNIVERSITIES AND COLLEGES; STUDENTS; CREDENTIALING; DROPOUTS

NTIS PB219266

6-205* WORK AND THE ORGANIZATION OF LIFE STYLE: IMPLICATIONS FOR JOB RETENTION

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Joseph F. Greer, Jr., Doctoral Candidate; Dr. Thomas S. McPartland, Sponsor, Department of Anthropology and Sociology

Grant 91-29-71-50
Scheduled for completion fiscal year 1975

Descriptors: SOCIAL REINFORCEMENT; LIFE STYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study attempts to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the N.Y. State Employment Service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

6-206 WORKING CONDITIONS, WAGE RATES, AND HUMAN CAPITAL: A HEDONIC STUDY

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-17
Project completed fiscal year 1973

Robert E. B. Lucas
October 1972

Report Descriptors: WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; HUMAN CAPITAL; JOB DESCRIPTION; DATA SOURCES AND USE; LABOR MARKET BEHAVIOR; WORKING CONDITIONS

NTIS

6-207 WORK RELATIONSHIPS IN THE DELIVERY OF MEDICAL CARE: AN ANALYSIS OF THE DIVISION OF LABOR BETWEEN PHYSICIAN AND NURSE PRACTITIONER IN OUTPATIENT CLINICS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Eric L. Herzog, Doctoral Candidate; John F. Rocket, Sponsor, Department of Management

Grant 91-25-72-46
Project completed fiscal year 1974

Descriptors: HEALTH MANPOWER; PHYSICIANS; NURSES; OCCUPATIONAL STRUCTURE; HEALTH CARE

Focusing on the division of labor between nurses and physicians, the primary questions of this inquiry were: (1) What factors are important in determining the relative amount of responsibility the nurse has for specific health services? (2) What are the effects on the quality of service, personal efficacy, and satisfaction of the staff?

All data were collected from 20 pairs of nurses and physicians in three ambulatory health care centers. Each pair delivers primary adult health care. A personally administered questionnaire was used to collect the data.

The report found that the nurse has more responsibility for certain health services when the physician's leadership style is relationship-oriented, and when the nurse rates her work relationship high and desires responsibility. The physician's efficacy is negatively related to the amount of the nurse's responsibility, while the nurse's efficacy is unrelated. The nurse's satisfaction is positively related to the amount of her responsibility for some services and negatively related to others, while the physician's satisfaction is unrelated. Quality of services, as perceived by the nurse and physician, is positively related to the amount of the nurse's responsibility for some health services.

It would be desirable not to pair a nurse who desires "high" responsibility with a physician who will feel less important and less effective when the nurse has high responsibility. A second suggestion is to emphasize open role negotiation and work contract setting within pairs, i.e., the nurse and physician bargain with each other to determine job responsibility.
September 1973

NTIS PB224048/AS ($5.75 HC., $1.45 MF.)

6-208* YOUTH IN THE LABOR MARKET: A CROSS-SECTIONAL ANALYSIS

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Edward T. Willauer, Jr. Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Economics

Grant 91-17-74-15
Scheduled for completion summer 1974

Descriptors: YOUTH; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; LABOR DEMAND

This study examines the determinants of supply, demand, and labor force participation in the youth labor market.

The analysis will utilize the 1/100 public use samples of basic records from the 1970 Census.

6D. SMALL-GRANT RESEARCH PROJECTS

Under this program, established scholars receive funds to conduct four types of projects:

1. Research which explores new fields of inquiry.
2. Research which examines new approaches to existing fields of inquiry.
3. Studies to test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current "state-of-the-art" in different research areas to provide guides for future programs.

Exploratory or feasibility research may be initiated with small-grant support as groundwork for major studies. Under special circumstances, awards may be made to help support research projects underwritten by other agencies that require additional funds for completion. In contrast to the dissertation grant program, the degree of innovation and the practical program and policy orientation of the proposal are critical in the award of small research project grants.

This section summarizes small-grant research projects which were active or completed in fiscal years 1972 through 1974. (See app. A for application guidelines.)

6-209* ADJUSTING TO EMPLOYMENT TERMINATION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Sidney Cobb and Dr. Robert P. Quinn, Survey Research Center

Grant 91-26-72-23
Scheduled for completion fiscal year 1975

Descriptors: EMPLOYMENT TERMINATION; ADJUSTMENT; LONGITUDINAL SURVEYS; HEALTH; JOB LOSS; MEN; MICHIGAN

This is the final phase of a longitudinal investigation of the effects of job loss on physical and mental health. Identifying personal and familial variables related to adjustment to job loss is the objective of the research.

Two plants—one located in metropolitan Detroit and the other in a small rural community in southeast Michigan—form a backdrop for the study. The sample consists of 237 married men (including controls), aged 35 to 60 and mostly white, who were displaced from a variety of low-skill, blue-collar jobs when the plants shut down permanently. The subjects were observed at regular intervals over 2 years as they went through stages of anticipation of job loss, plant closing and job termination, unemployment, reemployment, and stable reemployment. Public health nurses visited the men to conduct physical checkups and to gather economic, demographic, social-psychological, and health data.

6-210* AN AGENCY'S EFFORT TO IMPROVE THE FUTURE OF ADOLESCENT BOYS IN THE INNER CITY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Martin Gold, Institute for Social Research

Grant 91-24-68-41
Scheduled for completion fiscal year 1975

Descriptors: YOUNG MEN; CORRECTIONS; COUNSELING AND GUIDANCE; JOB PLACEMENT; APPRENTICESHIP; INNER-CITY RESIDENTS

This study is assessing the impact on adolescent boys of a 1961-65 experimental program of the Chicago Boys' Club which sought to combat juvenile delinquency in two inner-city target areas. In addition to the club's traditional building-centered recreational activities, the program provided academic and vocational counseling and job placement, and worked with community institutions to increase vocational education, apprenticeship, job, and recreational opportunities.

The data for this analysis were collected during the program. Two control areas with matching demographic characteristics were constructed from surrounding census tracts. Variables relevant to the condition of the populations and goals of the program were measured at the beginning and end of the program. Data were collected

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

through interviews with representative samples of the boys in each area who were and were not participating in the program, their mothers, community leaders, and personnel throughout the Chicago Boys' Club organization. Further material was gathered from police, court, and school records on the behavior and performance of the boys in the study; and the boys themselves provided information on their aspirations, perception of opportunities, current plans and efforts to prepare themselves for future employment, and school attitudes and performance.

6-211* AN ANALYSIS OF THE DETERMINANTS OF OCCUPATIONAL UPGRADING

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Dr. Duane E. Leigh, Department of Economics

Grant 91-53-74-23
Scheduled for completion winter 1975

Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; MEN; OCCUPATIONAL STATUS; MIGRATION; AGE DIFFERENCES; LABOR MARKET INFORMATION

This study examines the determinants of occupational upgrading for men of different age and race groups and isolates the impact on occupational upgrading of personal characteristics (education and formal training) and structural characteristics (industry and geographic location). The extent to which deficiencies in labor market information and the cost of geographical migration serve as barriers to improved occupational status will be examined for demographic groups identified as failing to obtain upgrading.

The analysis will be based on the 1/1,000 public use sample of the 1970 Census of Population and Housing and the National Longitudinal Surveys.

6-212 CHANGING PROFILE OF EUROPEAN MANPOWER POLICIES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Dr. Solomon Barkin, Labor Relations and Research Center

Grant 91-23-68-27
Project completed fiscal year 1974

Descriptors: INTERNATIONAL MANPOWER; FOREIGN MANPOWER POLICY; MANPOWER PROJECTIONS; EUROPE; MIGRATION; WOMEN

The project was designed to report on the experience of Organization for Economic Cooperation and Development (OECD) countries in the manpower field and on the research investigations and studies developed by this organization on manpower policies and administration.

The study evaluated the distinctive contributions which foreign experience and research makes to the development of the American manpower program, starting with the concept that an "active manpower policy" constitutes a system of policies and programs to promote the Nation's economic and social goals. It also reviewed the individual phases of manpower policy, its formulation and administration, by depicting or appraising the degree to which the individual European countries achieved an integrated active manpower policy; the role of regional and international agencies; and the current requirements for achieving this goal both at a national and continental level.

The European manpower policy systems are in a state of flux, having entered upon a period of fundamental reform of individual organizations and services. They lack an all-embracing vision of the future suitable to the varied national systems. They recast their structures and even philosophies, but are still in search of a key toward an integrated national program. The concept of an "active manpower policy" remains an intellectual construct rather than an operating formula.

Many innovations occurred in institutions. Most outstanding are the emphasis on the recruitment of married women to meet manpower needs. The schooling and training systems are being revised to mesh both the industry and school-based approaches. School-leaving ages are being postponed. The emphasis on full employment continues high, and countercyclical employment programs are now more widely used. Many reforms are being made in the operation of the employment services, the most outstanding of which is the use of self-service. More thought is being given to service to the special labor markets. But little progress has been made to convert the service into an organization for the "optimum productive allocation of the nation's human resources." The manpower agencies made few advances to coordinating policies and practices in the internal and external labor markets. The agencies are sponsoring more studies and research. Coordinated manpower administration is still a far-off goal.

The project concludes that an all-embracing definition of objectives is required for integrated national and continental manpower policy systems to provide the vision and reengender the enthusiasm required for progress in this area.
1974

NTIS PB226677/AS ($3 HC., $1.45 MF.)

6-213 COMPUTERIZED JOB MATCHING IN THE UTAH STATE EMPLOYMENT SERVICE: A HISTORY OF ITS DEVELOPMENT

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 91-47-69-64
Project completed fiscal year 1972

Dr. Garth L. Mangum
July 1971

Report Descriptors: JOB MATCHING; MAN/JOB MATCHING; COMPUTER SYSTEMS, PUBLIC EMPLOYMENT SERVICE; JOB BANK; JOB INFORMATION SERVICE

NTIS

6-214 A CONDITIONAL LOGIT MODEL WITH SPECIAL REFERENCE TO WAGE SUBSIDIES

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Michael J. Boskin, Department of Economics

Grant 91-06-72-28
Project completed fiscal year 1974

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; OCCUPATIONAL CHOICE; WAGE SUBSIDIES; HUMAN CAPITAL

This study sought to developed a model of occupational choice based on the theory of human capital and estimated by conditional logit analysis.

The multinomical extension of the logit decision model was applied to the choice of occupation by individual workers to test some important implications of the theory of human capital. The empirical results estimated the probability of individuals with certain characteristics (e.g., race, sex, age, education) entering each of 11 occupational groups.

The results of the study suggested that individuals tended to choose those occupations with the highest percent value of future earnings, and the lowest training costs and expected earnings foregone due to employment. When the effect of a wage subsidy program was simulated, the results suggested a higher probability of entering low-wage occupations due to the greater relative importance of the subsidy in these occupations.
November 1973

NTIS PB227680/AS ($3.25 HC., $1.45 MF.)

6-215* A CROSS-SECTIONAL ANALYSIS OF NONFARM WORK BY FARM FAMILY MEMBERS

OKLAHOMA STATE UNIVERSITY RESEARCH FOUNDATION
STILLWATER, OKLA.

Dr. Walter E. Huffman, Department of Economics

Grant 91-40-74-33
Scheduled for completion spring 1975

Descriptors: NONFARM; FARM WORKERS; MIGRANTS; HOUSEHOLDS; HOUSEHOLD WORKERS; LABOR SUPPLY; WORK SCHEDULES

This study, which stems from the trend toward part-time farming in the United States and the rising importance of nonfarm income, will formulate a household decision model to suggest the variables that determine time allocation between work and consumption (or household activities), and the relative supply of working time between farm and nonfarm work. The study also seeks to explain cross-sectional variations in the total time spent at farm and nonfarm work, and in the relative supply of total working time between farm and nonfarm work in 276 counties in three States.

The researcher has developed a theory of the supply of total and relative working time in the context of a household decision model which expresses the mathematical relationship among the relevant economic variables. Utilizing data from the 1964 Census of Agriculture, he will use multiple regression analysis to estimate equations of the supply of total and relative working time for farm operators and for their wives.

6-216* DEVELOPMENT OF AN INDUSTRIAL RELATIONS INFORMATION SERVICE (IRIS)

CORNELL UNIVERSITY
ITHACA, N.Y.

J. Gormly Miller

Grant 91-34-69-30
Scheduled for completion fiscal year 1975

Descriptors: INDUSTRIAL RELATIONS INFORMATION SERVICE; INFORMATION SYSTEMS; INDUSTRIAL RELATIONS

This project, for which major financial support is provided by industrial relations centers at 14 universities, is developing and bringing to a fully operational level a comprehensive information system in industrial relations to serve scholars and professionals in universities, private industry, government, and labor. Liaison is being sought with related information systems, such as the U.S. Office of Education's Educational Resources Information Center, the Smithsonian Science Information Exchange, and the Central Library and Documentation Branch of the International Labor Organization in Geneva.

The project builds on the findings of a feasibility study partially supported by an earlier Manpower Administration grant. In addition, the present project continues earlier research in techniques of indexing and abstracting services, and of packaging and delivering industrial relations information.

6-217 THE DEVELOPMENT AND UTILIZATION OF MANPOWER RESOURCES IN THE HOMEBUILDING INDUSTRY: A LOCAL SURVEY OF CONTEMPORARY PRACTICES

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

Grant 91-36-71-41
Project completed fiscal year 1973

Howard G. Foster
September 1972

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: CONSTRUCTION INDUSTRY; FRINGE BENEFITS; MANPOWER UTILIZATION; UNIONIZATION; SEASONAL EMPLOYMENT

NTIS PB212200

6-218* A Disaggregate Analysis of the Effect of Unemployment on Labor Force Participation

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Belton M. Fleisher, Department of Economics

Grant 91-39-74-02
Scheduled for completion fiscal year 1975

Descriptors: UNEMPLOYMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

The objective of this research is to provide further evidence on the relative magnitudes of the "added worker" and "discouraged worker" effects of unemployment on labor force participation for three age-sex groups (men 45-59, women 30-44, and young men 14-24), to help resolve the questions concerning labor force sensitivity to unemployment rates that emerge from studies of cross-section aggregate data. The forces underlying local labor market unemployment will also be examined.

The research will rely mainly on disaggregate analysis, cross sectionally and over time, of the relationship between measures of labor supply and labor market unemployment. The principal data source is the National Longitudinal Surveys.

6-219 Dynamic Analysis of the Labor Force Behavior of Men and Youth

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Grant 91-39-71-43
Project completed fiscal year 1973

Belton M. Fleisher, Donald O. Parsons, and Richard D. Porter
September 1972

Report Descriptors: MEN; YOUNG MEN; LABOR SUPPLY; LABOR FORCE BEHAVIOR; WAGES

NTIS PB218939 ($4.85)

6-220 An Economic Analysis of Municipal Government Employment and Wages

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Dr. Ronald G. Ehrenberg, Department of Economics

Grant 91-25-73-09
Project completed fiscal year 1974

Descriptors: STATE AND LOCAL GOVERNMENT; PUBLIC EMPLOYMENT PROGRAMS; UNIONIZATION; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGE STRUCTURE

The study developed an empirical analysis of the labor market for municipal government employees, seeking to ascertain the determinants of such variables as: (1) The total level of municipal government employment in a city and the average quality of the work force; (2) the distribution of municipal employees across functional categories (such as police, fire protection, and sanitation); and (3) the level and structure of wages for municipal government work.

The first analysis indicated that the demand for virtually all categories of employees tends to be wage inelastic. The impacts of municipal employee unionization, the form of municipal government (mayor, city manager, or commission), and the number of local governments in an SMSA on the parameters of the estimated demand equations are also investigated. Based upon these estimated employment demand equations, the author presents simulations of the potential net job creation effect of a public sector employment program and the net disemployment effect that public employee unions will face if they push up the relative wages of their members.

The second analysis presented estimates of an interrelated model of municipal employee wage determination that allows for occupational and geographic wage spillovers, of union/nonunion relative wage differentials for several categories of noneducational employees, and of the impact of form of municipal government on wages and the extent of monopsony power of local governments. Due to the presence of municipal employee unions in central cities (suburbs), public employees' wages appear to be about 4 percent higher in suburbs (central cities) than they would be otherwise.
November 1973

NTIS PB225073/AS ($5.50 HC., $1.45 MF.)

6-221 The Effectiveness of Mailed Applicant/Opening Matches as a Placement Device and as Labor Market Information

PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

Dr. Joseph C. Ullman, Krannert Graduate School of Industrial Administration, and Dr. Thomas G. Gutteridge

Grant 91-18-72-19
Project completed fiscal year 1974

Descriptors: ENGINEERS; SCIENTISTS; MAN/JOB MATCHING; LABOR MARKET INFORMATION; EMPLOYER SERVICE; SERVICES TO WORKERS; JOB PLACEMENT

This study analyzed the operation of the National Registry for Engineers (NRE), which was funded by the Manpower Administration in late 1970. The NRE matched job orders from employers and applications from unemployed engineers and scientists by computer, and mailed to the employers "referral profiles" of applicants who matched their specifications. The study sought to ascertain the extent to which the service resulted in placements, whether it provided useful labor market information, and how it might better serve its users.

Data on a sample of about 3,100 active registrants (about 25 percent of the total) and on all open job orders placed by 238 employers were gathered in early 1972 from the NRE files. Subsequently, about two-thirds of the registrants and the employers responded to mailed questionnaires asking about their use of NRE and about other pertinent matters.

Only a small number of placements could be documented. Placed registrants were usually unaware the NRE referral had resulted in their jobs, and over one-fourth of the employers reported they would use the profiles for future hires. Three-fifths of the registrants would pay a $5 annual fee to remain in the NRE active file, and over two-thirds of the employers said they believed NRE should be continued, often indicating they would use it more if they were to expand hiring or encounter manpower shortages.

The researchers recommended that the mail matching of applicants and jobs, with its low cost per match, deserved further trial in a balanced labor market, and suggested several improvements in NRE operations.

1974

NTIS

6-222 EFFECTS OF BACKGROUND, PERSONALITY, COLLEGE, AND POSTCOLLEGE EXPERIENCE ON WOMEN'S POSTGRADUATE EMPLOYMENT

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Dr. Sandra S. Tangri, Department of Sociology

Grant 91-34-71-02
Project completed fiscal year 1974

Descriptors: COLLEGE GRADUATES; CAREER GOALS; YOUNG WOMEN; ROLE MODELS; CAREER PATTERNS; FAMILIES; LABOR MARKET BEHAVIOR

The objective of this longitudinal study was to follow up on a sample of college educated women in their third year after graduation. This phase of a woman's life cycle is critical for long term career development because decisions on marriage, graduate school, and first job are all tested during this period. The study was designed to contribute to a more informed basis for understanding the extent and pattern of women's participation in the professional labor force and for decisionmaking on individual women by gate-keepers at graduate schools and places of employment where most women fear to tread.

The principal investigator followed a sample of women from their senior year in college in 1967 to their widely dispersed lives in 1970. The study focused on their occupational and educational aspirations and experiences, and the determinant of these. Of the initial sample of 200 women, 152 were relocated 3 years after graduation. These were about equally distributed among the three groups: role innovators (women who aspired to what have been male-dominated occupations); traditionals (women who aspired to traditionally female-dominated occupations); and moderates (those whose aspirations lay between these poles).

Most of the women have married, most are taking advanced courses or are in degree programs, half are working full time, one-sixth are studying full time, about one-fifth are full-time housewives (all of them mothers of very young children). There has been a general shift toward more traditional activities, but aspirations in 1970 indicate a second and larger shift in the future toward more innovative activities. There has been a significant increase in conflict felt between marriage and a career, an increase in commitment to working, and a significant decrease in the number of children desired (even by mothers). There has been considerable experience with discrimination in both educational pursuits and employment among the innovators. The best predictor of innovation in 1970, aside from recent motherhood, is the occupational aspiration in 1967. Several of the new measures developed in the original study remain strong predictors of 1970 innovativeness, including "Demand Character of the Future Husband" and "Implied Demand Character of the Wife's Future."

1974

NTIS

6-223* EMPLOYMENT AND INCOME CONSEQUENCES OF ALTERNATIVE DEVELOPMENT STRATEGIES: EXTENSION OF THE PUERTO RICO SIMULATION MODEL

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. Richard Weisskoff, Department of Economics

Grant 91-09-74-31
Scheduled for completion winter 1975

Descriptors: EMPLOYMENT OPPORTUNITIES; INCOME; EARNINGS; ECONOMIC DEVELOPMENT; PUERTO RICANS; MIGRATION; SIMULATION; FOREIGN TRADE AND INVESTMENTS; UNEMPLOYMENT; INPUT-OUTPUT MODELS; FARM WORKERS

This project will extend an existing multisector model of Puerto Rico to cover the development from 1970 Census data of a manpower matrix of the sector composition of employment by skill and earnings categories and of families by skill, earnings, and sector of employment. With this extension, alternative economic development strategies (such as export expansion, promotion of import substitution industries, and agrarian subsidies) will be tested to discern their employment implications.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The existing model was calibrated with three bodies of information: (1) Input-output matrices for 1948 and 1963; (2) family budget studies for 2,500 families for 1963; and (3) manpower matrices from the 1950 and 1960 Censuses.

Analysis of the 1/1,000 sample of the 1970 Census will provide two improvements: a new manpower matrix will connect the revised sectoral flows to individual earnings and skill requirements for 43 sectors; and data on family structure will enable translation of sectoral expansions and contractions into income and expenditures for families of differing social strata.

6-224* AN EVALUATION OF THE EFFECTS OF ADJUSTMENT ASSISTANCE ON TRADE-DISPLACED WORKERS

MONTANA STATE UNIVERSITY
BOZEMAN, MONT.

Dr. Malcolm D. Bale, Department of Economics

Grant 91-30-74-26
Scheduled for completion spring 1975

Descriptors: PLANT SHUTDOWN; TRADE ADJUSTMENT ASSISTANCE; TRADE EXPANSION ACT; DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

This study will assess the impact of adjustment benefits provided under the Trade Expansion Act of 1962 on recipients' employment, income, and duration of unemployment. It hypothesizes that a well-designed adjustment program which gives prompt assistance to trade-displaced workers will minimize the social and private costs of adjustment to freer trade.

The principal source is a survey by the United Rubber, Cork, Linoleum, and Plastic Workers of America (AFL-CIO) conducted in 1971 after 906 trade-displaced workers had received adjustment benefits. Socioeconomic data on over half these workers were collected in the survey and will be updated and extended. A subsample of trade-impacted workers surveyed by the Bureau of International Labor Affairs will serve as a control group.

6-225 EXPLORATORY EMPIRICAL RESEARCH ON THE PATHOLOGY OF SECONDARY LABOR MARKETS

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dr. Robert E. Hall, Institute of Industrial Relations

Grant 91-05-70-37
Project completed fiscal year 1974

Descriptors: DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT; LABOR DEMAND; MANPOWER NEEDS; UNEMPLOYMENT/INFLATION TRADEOFF; DUAL LABOR MARKETS

Two distinct studies were undertaken in this project. The first examines empirical data concerning the unemployed during a period of full employment, and concluded that the Keynesian dichotomy between frictional and involuntary unemployment is not a particularly useful approach. The implications of various alternative hypotheses about unemployment were tested.

It was found that at full employment, the duration of unemployment was relatively brief for almost all of the unemployed, yet the remaining level of unemployment was far too high to be identified as benign frictional unemployment. Data on individuals at a single point in time show: (1) Who is likely to become unemployed for a spell one or more times during a year, not who is likely to remain permanently out of a job; (2) blacks and women seem to be excluded from work that offers an incentive to stay with a job permanently, and spend much larger portions of their time in the labor force looking for new jobs than do white males; and (3) within each group, the lowest-paid members spend many more weeks looking for work than do the higher-paid ones.

The second study, dealing with prospects for shifting the Phillips curve through manpower policy, examined a variety of alternative policies, and attempted to make a quantitative appraisal of their effects on the tradeoff between inflation and unemployment. The researcher scrutinized current and proposed Federal programs for policies: (1) To streamline the operation of the labor market within the existing pattern of supply and demand and through expansion of the employment services; (2) to change the pattern of the supply of labor by retraining disadvantaged workers; and (3) to change the pattern of demand for labor by providing good job openings for workers who previously have had unstable, low-paying, and unpleasant jobs.

The principal conclusion of the study was that only a relatively small shift in the Phillips curve could be achieved through programs that are politically feasible. Programs for streamlining the operation of the labor market might induce a shift in the Phillips curve of perhaps 0.2 percentage points in the unemployment rate, and an expanded Federal policy directed at teenagers might induce a similar shift of about the same magnitude.

WHY IS THE UNEMPLOYMENT RATE SO HIGH AT FULL EMPLOYMENT?

1974

Report Descriptors: FRICTIONAL UNEMPLOYMENT; DURATION OF UNEMPLOYMENT; LABOR DEMAND; MANPOWER NEEDS; DUAL LABOR MARKETS

NTIS

Also available in *Brookings Papers on Economic Activity* No.3, 1970, pp. 411-41.

PROSPECTS FOR SHIFTING THE PHILLIPS CURVE THROUGH MANPOWER POLICY

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; JOB MATCHING; RETRAINING; EMPLOYMENT OPPORTUNITIES; DUAL LABOR MARKETS; MANPOWER POLICY

NTIS PB236532/AS ($4 HC.)

6-226 THE FINANCIAL RESOURCES OF RELEASED PRISONERS

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Albert D. Biderman

Grant 91-11-71-32
Project completed fiscal year 1974

Descriptors: CORRECTIONS; STATE AND LOCAL GOVERNMENT; INCOME

The project examined the financial condition of ex-prisoners when they were released from State prisons, and described the various State practices concerning gate money, prisoners' earnings, savings, work release, and other factors. A telephone and mail survey was conducted with the cooperation of the corrections departments of the 50 States and the District of Columbia.

It was found that the majority of prisoners leave prison as they entered: poor, with few employable skills, and little work experience. Forty-eight States provide gate money or supplement the prisoners' institutional earnings in amounts between $10 and $50. Delaware and North Dakota do neither. Thirty-six provide clothing and transportation upon release; nine provide clothing only; three provide transportation only, and three do neither. Six States have no institutional earnings program; the remaining States pay from under $.50 to over $1 per day. Forty States have work release programs enabling the prisoner to save money as well as have a job on release from jail. There are no welfare programs dealing exclusively with ex-offenders, and State loans to prisoners are rare.

The project concluded that provision of greater financial aid to prisoners while in prison and upon release might lessen recidivism.

Dr. Kenneth J. Lenihan
1974

NTIS PB237471/AS ($3.75 HC.)

6-227* THE IMPACT OF RECENT LEGISLATIVE AND ADMINISTRATIVE CHANGES ON WORKMEN'S COMPENSATION IN TEXAS

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Dr. Sam B. Barton, Department of Economics

Grant 91-48-72-10
Scheduled for completion fiscal year 1975

Descriptors: WORKMEN'S COMPENSATION LAWS; OCCUPATIONAL SAFETY AND HEALTH; TEXAS

This project appraises the operation of the Texas workmen's compensation system in light of recent changes in the authorizing law and in the personnel and administrative procedures of the Industrial Accident Board.

In the researcher's earlier study of the system, performance indexes were developed from a sample of 5,000 cases processed from September 1966 to August 1967. These indexes were based on such injury claims data as industry, occupation, description of accident, medical report, nature of injury, extent of disability, hospitalization, wages and benefits, type of settlement, issues in dispute, disposition of case, and time lapse between the stages of claim processing.

This information is being compared with corresponding data for a random sample of 1,000 cases currently on file with the Industrial Accident Board. In addition, opinions about the nature, extent, and effects of administrative change brought about by the legislative revisions and new board personnel are being solicited through interviews with and questionnaires mailed to insurance company representatives, injured workers, doctors, hospital personnel, lawyers, judges, and union officials.

6-228 INFLUENCE OF PSYCHOLOGICAL ATTRIBUTES, EMPLOYMENT SEARCH PATTERNS, VOCATIONAL CHOICE, AND DEMOGRAPHIC CHARACTERISTICS ON EARNINGS OF WORKERS TERMINATED IN A PLANT CLOSURE

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. James L. Stern, Department of Economics

Grant 91-55-73-04
Project completed fiscal year 1974

Descriptors: EMPLOYMENT TERMINATION; JOB PLACEMENT; JOB SEARCH; EARNINGS; OCCUPATIONAL CHOICE; RETRAINING; RETURNS ON TRAINING; PREDICTION OF SUCCESS IN PROGRAMS; ATTITUDES; LABOR FORCE PARTICIPATION; PLANT SHUTDOWN

This study was an assessment of whether the value of retraining can be improved by controlling for the influence of personal characteristics, psychological attributes, and job search patterns, in addition to the conventional demographic and economic variables of age, skill, race, education, and previous earnings.

An earlier study of a large Kansas City meat packing plant closure involved a similar attempt to determine whether intracorporation transfer and MDTA retraining paid off relative to finding a job in the local labor market.

The study was based on a sample of approximately 700 men and 200 women who had been employed at Armour and Company prior to 1964-65. The "replica" study of this report was based on a sample of 500 men employed in a similar Armour plant in Omaha, which was closed in 1968. Three regressions models which showed the effect of vocational choice and the usual demographic variables on the post-shutdown earnings were summarized for both plants.

As in the earlier study, this research showed once again that training does not pay off although controls for differences in workers who did and did not use the employment service slightly improve the regression coefficient for training. Further controls for differences in

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

psychological attributes and personal characteristics do not alter the situation. Training still did not show a payoff relative to direct labor market participation for unskilled workers terminated in a closure of a meat packing plant.

It is possible to assume that there are differences in earnings associated with differences in assertiveness, aggressiveness, and other such personal and psychological characteristics. The researcher suggests that other questions and different scales may permit the identification of the personal factors that influence the earnings/abilities relation.

TRAINING, TRANSFER, AND THE INFLUENCE OF JOB SEARCH PROCEDURES, PSYCHOLOGICAL ATTRIBUTES, AND PERSONAL CHARACTERISTICS ON EARNINGS OF WORKERS AFFECTED BY A PLANT CLOSURE
April 1974

NTIS PB231553/AS ($3.25 HC., $1.45 MF.)

6-229* INTERACTION EFFECTS OF PERSONALITY, JOB TRAINING, AND LABOR MARKET CONDITIONS ON PERSONAL EMPLOYMENT AND INCOME

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Kent H. Marquis, Survey Research Center

Grant 91-26-72-12
Scheduled for completion fiscal year 1975

Descriptors: INCOME; WORK ATTITUDES; MOTIVATION; ASPIRATIONS; TRAINING EFFECTIVENESS AND IMPACT; LABOR MARKET BEHAVIOR

This project builds on earlier research which indicates that strongly motivated people with high expectations fare worse economically after training than those whose motivations and expectations are low. Its objectives are to test more fully traditional and new hypotheses about the interaction of personality and training and labor market conditions; to refine and validate new personality assessment devices pertaining to job market success; and to examine change and stability in expectations for success as a function of other personality variables, training, labor market conditions, and prior levels of expectancy.

The researcher is interviewing three groups: (1) Ninety subjects, interviewed for the original study, to obtain current job histories and further measures of motivation and expectations; (2) a new sample of 100 men, to be interviewed and tested as they enter training, at intervals during training, and upon completion or termination of training; and (3) a control group of 50 men, matched by demographic characteristics, employment backgrounds, and skill levels with the 100 new trainees.

6-230 AN INVESTIGATION OF THE STABILITY OF HOURS OF WORK PER WEEK IN MANUFACTURING, 1947-1970

UNIVERSITY OF GEORGIA
ATHENS, GA.

Dr. Ethel B. Jones, Department of Economics

Grant 91-13-72-36
Project completed fiscal year 1974

Descriptors: EMPLOYMENT PATTERNS; WORK SCHEDULES; MANUFACTURING; WAGES; TURNOVER

This study measured the effect on the trend of hours of work per week in manufacturing from 1947 to 1970 of data gathering methods, employment characteristics that may change over time, and hours of work at overtime pay.

Five factors were examined for their influence on the trend of hours calculated from the published data about hours spent at the place of work. Two of the five relate to procedures followed in the census and annual surveys of manufacturers. The other three factors describe employment characteristics and include the distribution of employment among manufacturing industries over time, the distribution of employment between the South and non-South over time, and labor turnover throughout the period of study. With the exception of labor turnover the impacts of the factors are estimated at the 2-digit level of manufacturing employment as well as for total manufacturing.

Allowance for any of the five factors did not noticeably alter the historical record of manufacturing hours calculated from published data, and the effect upon individual 2-digit manufacturing industries is both infrequent and small. Hours worked at overtime rates of pay have increased during the time period studied. This increase is interpreted as resulting from more workers working longer hours rather than the substitution of hours of work at overtime rates of pay for hours of work at straight-time rates.
1974

NTIS

6-231 JOB AND GENDER: SEX AND OCCUPATIONAL PRESTIGE

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. Peter H. Rossi, Department of Social Relations

Grant 91-24-72-44
Project completed fiscal year 1974

Descriptors: MALE/FEMALE; STATUS; SEX DIFFERENCES; OCCUPATIONAL STATUS; OCCUPATIONAL CLASSIFICATION; WOMEN'S OCCUPATIONS

This research project generates a set of occupational prestige scores for the occupations most frequently held by women and investigates whether the sex of the incumbent of any occupation affects the prestige score given it.

Each respondent was given a card with a description of an occupation on it, and he or she was asked to place the card somewhere on the ladder of social standing between one (high) and nine (low). The status measure is not a measure projected from income or educational data, but is the most direct measure possible of the subjective collective ranking people would give to an individual's job. The study also controlled for several variables which could have affected the results.

The study found that achieved characteristics are much more important in determining occupational prestige than are other attributes. Household respondents do increase women's status for being in the labor force, although not in unusual jobs. College sample members do not reward women in general more than men, but increase women's status in unusual jobs and give some status decrement to women in traditionally female jobs. The person on welfare is universally rated at the bottom of the scale, but the status of the housewife fluctuates in accordance with variances in the test design.

October 1973

NTIS PB224790/AS ($5.50 HC., $1.45 MF.)

6-232* LABOR MOBILITY AND INCOME CHANGE

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. George E. Delehanty, Department of Economics

Grant 91-15-70-12
Scheduled for completion fiscal year 1975

Descriptors: LABOR MOBILITY; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; INDUSTRIAL MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1 percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

6-233 LABOR TURNOVER, RACIAL UNEMPLOYMENT DIFFERENTIALS, AND THE DUAL LABOR MARKET HYPOTHESIS

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Dr. Robert J. Flanagan, Graduate School of Business

Grant 91-17-72-32
Project completed fiscal year 1974

Descriptors: TURNOVER; ECONOMIC ANALYSIS AND ECONOMETRICS; DUAL LABOR MARKETS; BLACK/WHITE; RACIAL DISCRIMINATION; NATIONAL LONGITUDINAL SURVEYS; UNEMPLOYMENT

The main thrust of this report was an analysis of racial employment differences in the context of theories of racial discrimination, with strong emphasis on the factors which result in higher unemployment rates among blacks than whites.

The research strategy of the study permitted the sources of racial unemployment differentials to be interpreted with reference to alternative theories of racial discrimination which have been advanced but not systematically tested in recent years. The analytical emphasis was on the flow of new unemployment which is broken down into turnover flows and unemployment possibilities, by level of schooling, age, occupation, and region.

The study concluded that racial differences in quit and layoff rates are quite small; that the practice of wage discrimination or occupational segregation tends to widen racial unemployment differentials; and that compensatory postschool training investments do not seem to be the main road to racial equality among males. The analysis did not support the dual market view of racial wage differences.

1974

NTIS PB332215/AS ($4.50 HC., $1.45 MF.)

6-234 MANPOWER POLICY AND PROGRAMS: TOOLS FOR ECONOMIC POLICY—A PLANNING PROJECT

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Dr. Solomon Barkin, Labor Relations and Research Center

Grant 91-23-69-20
Project completed fiscal year 1974

Descriptors: MANPOWER PROJECTIONS; MANPOWER UTILIZATION; PRODUCTIVITY; ECONOMIC FORECASTING; INSTRUCTIONAL MATERIALS; ECONOMIC POLICY; EMPLOYMENT POLICY

This project proposed an orientation program and organization plan for a seminar or a series of continuing studies on the issues arising from the use of manpower policy as an instrument to further economic policy and as an independent policy system which looks to economic policy objectives for the furtherance of its goals.

A selected list of economic policy objectives were examined to outline the issues arising in their promotion and the manner in which manpower policy instruments may assist in their realization. A second series of analyses dealt with specific instruments, measures, and tools to define their impact on manpower for manpower authorities. The third section dealt with the questions arising from the manpower policy agency's efforts to deal with specific manpower problems and the manner in which economic measures are employed for this purpose.

A suggested plan for the seminar was outlined.

January 1974

NTIS PB227678/AS ($11.25)

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-235 MOTIVATIONAL AND PERSONALITY FACTORS RELATED TO CAREER GOALS OF BLACK COLLEGE WOMEN

HOWARD UNIVERSITY
WASHINGTON, D.C.

Dr. Martha T. Mednick, Department of Psychology

Grant 91-09-70-36
Project completed fiscal year 1974

Descriptors: OCCUPATIONAL CHOICE; STUDENTS; BLACKS; CAREER GOALS; ASPIRATIONS; YOUNG WOMEN; MOTIVATION; ROLE MODELS

This study examined the motivational and other correlates of career aspirations of black college women.

Tests to measure achievement, motivation, and fear of failure; and questionnaires seeking information about occupational choice, family background, and attitudes toward militancy and sex roles were administered to the two groups.

The study concluded that the level of aspiration was categorized as innovative and was found to be unrelated to achievement-related motivation. Innovators and traditionals were similar in their sex-role attitudes; they planned to combine family and career goals in a two-role model. Innovative women perceived their careers in terms of self-fulfillment; they were also consistent and saw their choice as ideal for themselves.
March 1973

NTIS PB218969

6-236 MOTIVATION OF THE BLACK WORKER: A REVIEW OF TRADITIONAL APPROACHES AND CRITICAL ISSUES IN CURRENT THEORY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-06
Project completed fiscal year 1973

Dr. Stanley E. Seashore, Department of Psychology; and William M. Cobb, Jr., Institute for Social Research
January 1973

Report Descriptors: BLACKS; WORK ATTITUDES; MOTIVATION; LOW-LEVEL OCCUPATIONS; LITERATURE REVIEW

NTIS PB215704

6-237 MULTIJOBHOLDING IN WICHITA, KANSAS

WICHITA STATE UNIVERSITY
WICHITA, KANS.

Grant 91-20-72-07
Project completed fiscal year 1973

Glenn W. Miller, Department of Economics
October 1972

Report Descriptors: MOONLIGHTING; MANPOWER UTILIZATION; EMPLOYMENT PATTERNS; JOB SATISFACTION; WORK ATTITUDES

NTIS PB213671

6-238* THE NURSING SALARY AND PROMOTION STRUCTURE OF A LARGE URBAN HOSPITAL, WITH SPECIAL REFERENCE TO EMPLOYEE PERFORMANCE VARIABLES

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Nancy M. Gordon, Department of Economics; and Dr. Thomas E. Morton, Department of Industrial Administration

Grant 91-42-74-34
Scheduled for completion spring 1975

Descriptors: NURSES; HEALTH MANPOWER; HOSPITALS; WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; UPGRADING; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB PERFORMANCE

This study of the economic determinants of hiring, salary, and promotion of nurses will use existing salary, demographic, education, and work history information on 900 nurses employed at a large urban hospital. The project complements a study currently being completed under a Manpower Administration grant on the salary structure of staff employees at an urban university (see Grant 91-42-73-32).

The researchers will formulate a model of the salary and promotion structure of the nursing staff, test it using regression techniques, and attempt to validate the results by replication on several cohorts of nurses at the same hospital.

6-239* OCCUPATIONAL CHOICE AND ITS DETERMINANTS AMONG TOTALLY BLIND INDIVIDUALS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Herbert Hyman, Chairman, Department of Sociology

Grant 91-34-67-58
Scheduled for completion fiscal year 1975

Descriptors: HANDICAPPED; BLACK/WHITE; OCCUPATIONAL CHOICE; AGE DIFFERENCES

As part of a larger study of the patterns of communication, perception, and social behavior among the blind, this study examines blindness as a barrier to gaining knowledge of environment, and consequently, to choosing a career. Patterns of occupational choice are contrasted between blind Negroes and whites and between those blinded before the age of 15 and those blinded later in life. The developmental processes underlying these patterns are examined through a parallel study of totally blind children and their families.

The present analysis is based on the following groups drawn from the sample of the total study: 180 white and 90 Negro adults, totally blind, living in northern cities; and 80 white and 20 Negro children, totally blind, 10 to 15 years of age, living in New York City. Indepth interviews have been held with the adults, and a sighted family member was also interviewed concerning the blind person's immediate and larger environment and how he had been socialized or resocialized. Parallel interviews were conducted with the children; their mothers were questioned about the patterns of child rearing followed with the blind children and their siblings; and sighted siblings were interviewed whenever available regarding their own development within the family and their orientation toward the blind child. Computer analysis is being used to trace individual and aggregate patterns of learning.

6-240 The Optimal Timing of Training Subsidies

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-34-72-51
Project completed fiscal year 1973

Daniel S. Hamermesh
January 1973

Report Descriptors: COST EFFECTIVENESS; TRAINING EFFECTIVENESS AND IMPACT; FRICTIONAL UNEMPLOYMENT; GOVERNMENT POLICIES; TRAINING INCENTIVES

NTIS PB214559

6-241* The Personality and Attitudinal Characteristics of Career and Homemaking Oriented Women

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. Robert A. Mendelsohn, Department of Psychology

Grant 91-24-68-29
Scheduled for completion fiscal year 1975

Descriptors: ATTITUDES; MALE/FEMALE; CAREER PATTERNS; WOMEN; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers, and between these two groups and the men.

6-242* A Pilot Study of Perceived Occupational Similarities

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Dr. Reeve Vanneman, Department of Sociology

Grant 91-17-74-29
Scheduled for completion spring 1975

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL INFORMATION; LABOR MARKET INFORMATION; OCCUPATIONAL CLASSIFICATION; MANPOWER PROJECTIONS; OCCUPATIONAL STATUS; ILLINOIS

The project will investigate how people in the labor force perceive occupational differences; explore a new method for determining what frames of reference people use in spontaneously judging occupations; and pinpoint individual background characteristics that influence the importance assigned to such dimensions of occupational differences as prestige, manufacturing vs. service sectors, and autonomous vs. bureaucratic work settings.

A random sample of adults in metropolitan Illinois areas will be asked to choose from three occupations the two that seem most similar. Based on responses to a battery of such questions, the researcher will score the degree of similarity between each pair of occupations and apply multidimensional scaling and hierarchical clustering analysis to these scores to develop simplified, cognitive maps of the occupational structure.

6-243* A Pilot Study of Response to Job Offers as an Index of Labor Market Conditions

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Melvin W. Reder, Institute of Public Policy Analysis

Grant 91-05-70-44
Scheduled for completion fiscal year 1975

Descriptors: PILOT STUDY; JOB SEARCH; JOB APPLICANTS; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs; and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

6-244* Public Assistance and Manpower Policy: A Survey of the British Experience

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Bruno Stein, Department of Economics

Grant 91-36-73-01
Scheduled for completion fiscal year 1975

Descriptors: WELFARE PROGRAMS; GREAT BRITAIN; INCOME MAINTENANCE; FAMILY ASSISTANCE PLAN

This study explores the relationship between British manpower and income maintenance policies and its implications for U.S. policy planning. The focus of the analysis is on Great Britain's recently enacted Family Income Supplement Program, whose incentive features resemble the economic inducements of the Family Assistance Plan which was proposed in the United States a few years ago.

After reviewing and summarizing British literature on the subject, the researcher will formulate points of similarity and difference between British and U.S. policies, practices, and program objectives. He will then interview British policy planners and administrators to elicit information on how the programs are working and what the problems are.

6-245* Quality of Employment and Self-Investment in Work

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Dr. William A. Faunce, Department of Sociology

Grant 91-26-74-24
Scheduled for completion summer 1974

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; HUMAN CAPITAL; EDUCATION EFFECT ON CAREER PATTERNS; MEANING OF WORK; QUALITY OF EMPLOYMENT

This project considers how self-investment in the job acts as a determinant of work behavior and attitudes. It seeks to increase understanding of the factors that produce self-investment in work and the consequences for employment behavior of variation in level of self-investment.

The researcher is gathering information from a variety of published sources.

6-246 Recent Second Career Patterns of Military Retirees

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Albert D. Biderman

Grant 91-09-69-31
Project completed fiscal year 1974

Descriptors: TRANSFERABILITY OF SKILLS; ARMED FORCES; ADJUSTMENT; CAREER PATTERNS; RETIREMENT; OCCUPATIONAL MOBILITY; SECOND CAREERS

The objective of the study was to extend the findings of a 1966 research project, "The Employment of Retired Military Personnel." In particular, emphasis was placed on determining whether, as suggested by earlier analyses, nondisability retired military professionals are encountering greater difficulty in obtaining second-career employment.

The researchers applied comparative analyses to 1963 and 1966 data sets collected by the Department of Defense and encountered problems of question consistency.

Analysis of the 1966 data indicated that unemployment among retired military professionals in that high employment year was notably higher than for comparable age groups in the general labor force. However, a large majority of nondisability retirees still entered the civilian labor market immediately or shortly after military retirement and most were successful in their search for civilian jobs. Retirees showed a proclivity for employment by large bureaucratic organizations and tended to concentrate in the same geographical area. To a considerable degree, second career employment experiences of military retirees during the period when the data were collected were a function of the coincidence of the large number of retiring cohorts, a generally buoyant economic period, and continued high levels of defense activity. In the present era, during which general unemployment has increased and in which the defense/aerospace sector of the economy is experiencing retrenchment, military retirees, already somewhat disadvantaged in comparison with their civilian peers, may now constitute an especially disadvantaged component of the civilian labor force.
June 1973

NTIS

6-247* The Relationship Between Unemployment and Commuting Within Geographical Areas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. Louis H. Stern, Department of Economics and Finance

Grant 91-46-68-48
Scheduled for completion fiscal year 1975

Descriptors: COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS; UNEMPLOYED

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, it seeks to determine whether a SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions by testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the residents of different geographic subdivisions who are in the labor force if allowance is made for differences in occupation, sex, and racial or ethnic group.

6-248* THE RELATIONSHIP BETWEEN REGIONAL AND OVERALL EMPLOYMENT

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Frank Brechling, Department of Economics

Grant 91-15-70-07
Scheduled for completion fiscal year 1975

Descriptors: WAGES; BUSINESS CYCLE; UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT OPPORTUNITIES

This study examines State and local variations in cyclical and secular fluctuations in unemployment, especially in response to overall changes in economic activity, and their relationship to aggregate wage behavior.

The analysis is based primarily on published data on employment and unemployment for 49 States and 150 labor market areas.

6-249* RELATIONSHIP BETWEEN FERTILITY AND LABOR PARTICIPATION OF MARRIED WHITE AND BLACK WOMEN

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Paul R. Gregory, Department of Economics

Grant 91-48-74-44
Scheduled for completion summer 1975

Descriptors: FERTILITY; POPULATION; LABOR FORCE PARTICIPATION; LABOR SUPPLY; BLACK/WHITE; WOMEN; EMPLOYMENT OPPORTUNITIES; NATIONAL LONGITUDINAL SURVEYS; MODELS

This study will investigate both the impact of fertility upon married women's labor force participation and the reverse impact of labor market opportunities upon the fertility decision. It will explore this dual relationship in light of the effects of such additional variables as income, education, and a number of sociological factors. Separate models for white and black women will be estimated from National Longitudinal Survey data on the work experience of women ages 30 to 44.

6-250 REPORT ON THE 1972 NEW MANPOWER RESEARCHERS CONFERENCE

NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Grant 21-11-73-11
Project completed fiscal year 1973
1973

Report Descriptors: NATIONAL MANPOWER POLICY TASK FORCE; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; CONFERENCES

NTIS PB220494

6-251 SHORT-RUN EMPLOYMENT FLUCTUATIONS IN PUBLIC UTILITIES

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Dr. David J. Smyth, Department of Economics

Grant 91-06-72-45
Project completed fiscal year 1974

Descriptors: PUBLIC UTILITIES; ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; PRODUCTIVITY; EMPLOYMENT OPPORTUNITIES

This study was to apply to the public utilities sector an extension of the short-run employment function model that has proved successful elsewhere.

A model in which actual employment was linked to desired employment was derived from a Cobb-Douglas production function. The model was fitted to quarterly and annual data for public utilities and was shown to have considerable explanatory use for both postwar and prewar periods.

The study found that for the postwar period the average lag of employment behind output is approximately 2 years in the electric and gas industries and 18 months for telephone utilities. For all three industries, desired employment changes proportionately less than the rate of capital stock utilization in response to output changes. Attention is also given to labor supply conditions and implications of the results for estimates of output per person.

February 1974

NTIS PB228259/AS ($4.75 HC., $1.45 MF.)

6-252 SOCIAL NETWORK EFFECTS ON EMPLOYMENT

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Alvin W. Wolfe, Department of Anthropology

Grant 91-55-72-27
Project completed fiscal year 1974

Descriptors: EMPLOYMENT PATTERNS; JOB SEARCH; JOB SATISFACTION; STATUS; SOCIAL RELATIONSHIPS

This research describes some characteristics of the personal social networks of people with different work experience. One area of concern was the differences between network systems surrounding people who are satisfied with their employment and those systems surrounding people who are not satisfied. Another area dealt with possible differences between the network systems surrounding people with stable and orderly job histories and those surrounding people with unstable job histories.

While the researchers were not able to manipulate the independent variable—social networks— they could compare the networks of persons who were satisfactorily employed with those persons who were not satisfactorily employed to see whether generalizations about their relationships were justified.

No differences in social network systems were discerned between satisfactorily employed and unsatisfactorily employed persons. However, the network sets associated with jobs found by informal contacts were significantly different from those associated with jobs found either by institutional contact or personal public knowledge. No significant differences were found in the network systems of those respondents whose series of jobs showed chaotic leaps from one kind of job to another and the systems of those whose jobs were related to one another in an orderly career pattern.

Dr. Alvin W. Wolfe with the assistance of Linda Dean
April 1974

NTIS PB231900/AS ($4.75 HC., $1.45 MF.)

6-253* The Staff Salary Structure of a Large Urban University With Special References to Sex Discrimination

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Nancy M. Gordon, Department of Economics; and Dr. Thomas E. Morton, Department of Industrial Administration

Grant 91-42-73-32
Scheduled for completion fiscal year 1975

Descriptors: URBAN AREAS; SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; WAGE STRUCTURE; UNIVERSITIES AND COLLEGES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will attempt to: (1) Develop a general model of the salary structure of nonfaculty university staff employees; (2) produce a job classification aggregation scheme; (3) fit the model econometrically for the staff of a specific university; and (4) use the model to estimate the extent of sex-related wage differentials.

The proposed study will use data on all full-time employees of a large urban university, controlling for age, marital status, years at the university, education, job classification, and department. The relationship between salary and the explanatory variables will be investigated for men and women separately, as well as for all employees together.

6-254* Standard-of-Living Budgets, Adequacy of Earnings, and Labor Force Participation Rates of Married Women

ST. OLAF COLLEGE
NORTHFIELD, MINN.

Dr. Frank W. Gery, Department of Economics

Grant 91-27-74-35
Scheduled for completion spring 1975

Descriptors: EARNINGS; WAGES; SEX DIFFERENCES; INCOME DIFFERENTIALS; COSTS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; CONSUMPTION; WOMEN; FAMILIES

The focus of this study is the impact of the gap between earnings and standard-of-living budgets on the labor force participation of married women. Hypotheses to be tested include: (1) Labor participation rates of women are positively related to the gap between male earnings and the medium standard-of-living budget; (2) the greater the above budget gap, the larger the ratio of male/female earnings; and (3) labor participation rates of married women are positively related to the surplus of pooled earnings of husband-wife working families over the medium standard-of-living budget.

The researcher will replicate, for the year 1970, the findings reported for earlier decennial census years in a Princeton University study of data from 100 labor markets. Budget earnings gaps will be calculated from detailed standard-of-living budget estimates which the Bureau of Labor Statistics prepared for 39 labor markets.

6-255* White-Collar Work

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Richard Berk, Department of Sociology

Grant 91-17-74-32
Scheduled for completion winter 1975

Descriptors: WHITE-COLLAR OCCUPATIONS; JOB SATISFACTION; ABSENTEEISM; TURNOVER; PRODUCTIVITY; BANKING INDUSTRY; ILLINOIS, CHICAGO

This study will explore job satisfaction, absenteeism, turnover, and productivity among nonsupervisory, white-collar workers.

Within each of 20 large financial institutions in Chicago, 20 top executives, 21 personnel officers, 130 first line supervisors, and 1,308 white-collar workers have been surveyed. This project will analyze the results.

6-256 WHY DO BLACKS AND WOMEN HAVE HIGH UNEMPLOYMENT RATES?

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Dr. Nancy S. Barrett, Department of Economics; and Dr. Richard D. Morgenstern, Department of Economics, Queens College, City University of New York

Grant 91-11-72-40
Project completed fiscal year 1974

Descriptors: RACE; SEX DIFFERENCES; JOB SATISFACTION; DURATION OF UNEMPLOYMENT; MANPOWER NEEDS; TURNOVER; BLACK/WHITE

The study examined and tested hypotheses about variation of employment turnover and duration by race and sex, and studied the question of voluntarism in the employment experience.

The author utilized a series of cross-section models of labor force behavior which focused on the components of unemployment.

The principal conclusions were: (1) Differences in turnover among individuals are larger and better explained by the traditional variables than are differences in duration; (2) because of the relative importance of turnover in determining sex differences, this finding implies that reasons for the high unemployment of blacks are easier to understand than those causing the high unemployment of women; and (3) the amount of voluntary unemployment existing in the United States, at least in tight labor markets is minimal.

1974

NTIS

6-257* WOMEN AND THE AMERICAN OCCUPATIONAL STRUCTURE

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Dr. Elizabeth M. Havens, Department of Sociology

Grant 91-48-74-25 (formerly Grant 91-48-73-35)
Scheduled for completion winter 1975

Descriptors: WOMEN; CAREER PATTERNS; MALE/FEMALE; OCCUPATIONAL STRUCTURE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; FERTILITY; NATIONAL LONGITUDINAL SURVEYS

This project will pinpoint and define the conditions that govern working women's chances of achieving economic success. Its objective is to ascertain how certain social origin and recruitment variables influence: (1) The regularity of women's participation in the American occupational structure; and (2) the positions of destination in that structure for career women. In addition, questions about differences in the intergenerational occupational mobility patterns of men and women and the relation between occupational mobility and fertility will be investigated.

Sources include National Longitudinal Survey data on women 30-44 years of age, Census Current Population Surveys, and Department of Labor Monthly Labor Surveys.

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

APPENDIXES

A. GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Contracts and Grants Under CETA

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Manpower Administration, U.S. Department of Labor.

AUTHORITY

Funds for research and development activities may be awarded under authority of two legislative acts:

1. Title III of the Comprehensive Employment and Training Act of 1973 (Public Law 93-203 approved December 28, 1973) provides for a comprehensive program of manpower research.

Title III of the CETA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which manpower programs might be made more effective.

2. Social Security Act (81 Stat. 888) provides for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, pt. c, sec. 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the manpower area may apply for project funding.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Twenty copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to manpower problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Manpower Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20213

After reviewing this preliminary summary, the Manpower Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant manpower problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability.—The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency.—The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals.—Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Thirty copies should be submitted.

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Manpower Administration.

Final Report.—Upon completion of the project, up to 200 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain: (1) A summary, (2) findings and conclusions, (3) implications for manpower program and policy, and (4) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to manpower programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Manpower Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

> Proposal to the Associate Manpower Administrator for Policy, Evaluation, and Research, Manpower Administration, U.S. Department of Labor, for a Research or Development Project.

Project title:	(Be concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how what is proposed will add to knowledge on the particular problem and/or on how to make manpower programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects.

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) Describe the provisions made for assessment of the effects of the project. (Where research techniques are involved in the assessment of experimental and demonstration projects, follow the outline in 6(b) following.)

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing various aspects of the research or assessment to the operations schedule.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. For research projects detail the research staff resources available to the organization.

9. Subcontracting. If a subcontractor is to be used for any part or parts of the operation, or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Office of Manpower Research and Development.

10. Utilization. Indicate the potential principal users of the proposed project's findings and how the project's "products" (reports, guide materials on particular techniques) will be developed so as to encourage and facilitate use by policymakers, the research community, and/or manpower agencies.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their awareness of the need for their aid and willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Manpower Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as "12. Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, man-months (full- or part-time – be specific), and dollar amounts.

(b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect costs or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Federal Management Circular (FMC) 73-3, dated December 4, 1973, entitled "Cost Sharing on Federal Research." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Doctoral Dissertation Grants Under CETA

Academic institutions offering doctoral degrees in areas of study which relate to the manpower field (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application in the form of a study proposal must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT GUIDELINES

The maximum amount of direct costs (see The Application, par. 5a) of any one grant is $10,000 for a period not to exceed 1 year. Support for projects extending beyond 1 year will be considered only under very special circumstances. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor, and must be approved by the sponsoring institution and submitted at least 1 month before the expiration of the grant. The notice of grant award will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his or her dissertation times the following full-time annual stipend rates:

Single individual	$4,000
Dependent allowances (additional)	
Dependent spouse	500
Dependent children:	
1	500
2	800
3 (Maximum allowance)	1,100

Under this schedule the maximum annual stipend rate for a married candidate with a dependent spouse and three or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A married person with one child who teaches half time and works on the dissertation half time for 9 months of the year, and devotes full time to the dissertation the other 3 months, could receive a stipend of $3,125—three-fourths of the year at half time, $1,875, plus one-fourth of the year at full time, $1,250.
>
> Candidates who have been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of their employment, may be supported at their established rate of pay, prorated for the proportion of their time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidates could otherwise receive as a stipend if they devoted full time to their dissertations (see par. 1 above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in par. 1 above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6 months' to 1 year's duration. Where tuition and fees normally charged doctoral candidates exceed $2,500 per year, the amount of the allowance may be increased to cover costs of tuitions and fees, but may not exceed $3,000 per year. For grants of less than 6 months, the allowance will be one-half of the annual rate, except that in the rare instances when no-cost extensions are allowed, the allowance to the sponsoring university will be prorated on a monthly basis. In accordance with Federal Management Circular No. FMC73-3 dated December 4, 1973, costs of services of academic and administrative staff, including the candidate's sponsor or dissertation adviser, which would normally be covered by tuition and fees of the university, may not be shown as a contribution of the university.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

Also, in accordance with Federal Management Circular (FMC)73-3 dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 18 of the Conditions for Doctoral Dissertation Grants.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Comprehensive Employment and Training Act of 1973. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions for Doctoral Dissertation Grants/Small Grant Research Projects. As indicated below, written exceptions requested from these conditions should be included with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Manpower Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work to be conducted during a 1-year period following the date of the application. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Processing of applications requires approximately 3 months, including evaluation by a review panel. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. A grant approved for a candidate who has not completed all requirements for the doctoral degree at the time of application will require notice from the university to the grant officer that all requirements have been met before any payments will be made under the grant award.

CRITERIA FOR APPROVAL

All applications are reviewed by a panel of persons from outside the Government with expertise in the manpower field. Only those applications for studies with relevance to the objectives of CETA are referred to the panel for their review and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidence by the study proposal. The standing of the candidate and his application relative to other candidates, and to the availability of funds for the program, determines whether the proposal will be approved for a grant award. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Associate Manpower Administrator for Policy, Evaluation, and Research, Manpower Administration, U.S. Department of Labor, for a Grant In Support of a Doctoral Dissertation Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible.)
Submitted by:	(Legal name of university and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Telephone number:	(Of university, including area code.)
Candidate:	(Name, address, and phone number. Candidate should sign original or master copy.)
Sponsor:	(Name, position, academic degrees, and phone number of university dissertation advisor, or sponsor of the candidate. This person should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of approving official. This person should be someone with legal authority to commit the university, and should sign the original or master copy. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)
Date:	(Date transmitted.)

2. Include a statement of the background of the candidate, education and employment experience, and a list of published work. Indicate if the candidate has met all requirements for the doctoral degree other than the dissertation, and, if not, when they will be met.

3. The candidate's sponsor should submit a statement in support of the proposal, indicating his evaluation of the interests and potential of the candidate. Where the sponsor is other than the dissertation adviser for the candidate, the adviser should also include such a statement.

4. As part of the application, the candidate should prepare a reasonably complete statement of the proposed dissertation covering:

a. The problem to be investigated, its importance and significance.

b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.

c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied; data to be gathered and methods to be used; and methods of analysis to be applied.

d. Anticipated policy and program implications of the findings, if appropriate.

e. A time schedule for the study and its major phases.

f. Where assistance of other agencies, institutions, or businesses is necessary for the successful completion of the dissertation, include a statement of the extent of cooperation already assured.

5. Include a budget statement in detail for the grant period. Budget items to be shown are listed below. Dollar amounts are to be rounded off to the nearest dollar and listed in two columns. In the first column show amounts of funds requested and in the second column the amount the grantee university intends to contribute from non-Federal sources.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines.

(2) Major materials and special supplies required for the study. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed the amount allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A fixed rate which does not exceed the grantee university's established audited rate may be used. Indicate the basis for the established rate: the date, audit agency, and reference numbers, if any.

c. Allowance to university. Include in amount requested as noted under Grant Guidelines, paragraph 4.

6. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects (which follow the Guidelines for Small-Grant Research Projects) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Small-Grant Research Projects Under CETA

Public and private nonprofit academic institutions and research organizations may apply for small grants to support research projects or research-related activities in the manpower field.

This small-grant program is principally for postdoctoral research. Projects approvable include:

1. Research which explores new fields of inquiry.
2. Research which explores new methods of approach to existing fields of inquiry.
3. Studies which test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current state of knowledge in various research areas in order to provide guides for future manpower programs.

Under special circumstances, grants may also be made to assist research projects underwritten by other agencies or institutions, but which require additional funds to assure completion.

GRANT GUIDELINES

The maximum amount of direct cost (see The Application, par. 10a below) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 1 month before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research project as approved. In accordance with Federal Management Circular No. FMC73-3 dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal investigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Manpower Administration of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 18 of the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects (see app. B). Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor. The Department will have a nonexclusive right to publish and distribute the final report of the research project and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects in appendix B. As indicated below, written exception requests from these conditions should be included with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of CETA. Proposals which are determined to be relevant to the objectives of CETA will be reviewed by a panel of persons from outside the Government with expertise in the manpower field and approved or disapproved in relation to criteria such as the following:

1. Manpower significance.
   a. The project is focused primarily on significant manpower problems.
   b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.
2. Research design.
   a. The problem with which the research proposes to deal is clearly defined.
   b. The proposal reflects an adequate knowledge of other research related to the problem.
   c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.
   d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.
3. Personnel and facilities.
   a. The experience and training of the principal investigator appear adequate to carry out the research.
   b. The facilities available to the investigator(s) are adequate to carry out the research.
   c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.
4. Economic efficiency.
   a. The investigator's approach to the problem is reasonable in terms of overall cost as compared with the cost of other possible approaches.
   b. The approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.
   c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The research plan of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary by the Manpower Administration. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;
2. Any increase in the total budget for a grant;
3. Any increase in the total pay or rate of pay of the principal investigator(s);
4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Manpower Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by a review panel. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Associate Manpower Administrator for Policy, Evaluation, and Research, Manpower Administration, U.S. Department of Labor, for a Small Grant in Support of a Research Project Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93–203.

Project title:	(Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)
Submitted by:	(Legal name of institution or organization, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Principal investigator:	(Name, position, academic degrees, and phone number. Principal investigator should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of official who is approving the submission of the proposal. This person should be someone with legal authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official who should sign the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail, listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.
b. Population and sample to be studied.
c. Data to be gathered and methods to be used.
d. Methods of analysis to be used.
e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for project from other sources.
b. Whether proposal has been or will be submitted to any other agency or organization for financial support.
c. Whether proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.
d. Whether proposal or a similar one was previously submitted to the Department of Labor or other Government agency.
e. Extent to which cooperation has been agreed to by agencies whose assistance is necessary for the successful completion of the objectives of the proposal.

10. Include a budget statement on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this budget on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Federal Management Circular No. FMC73-3 dated December 4, 1973, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns:

(1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend into a second year, indicate amounts required for each year and in total.

a. Direct costs.

(1) Personal services. Include:

(a) Salaries[3] and wages of all personnel which are directly attributable to actual performance under grant award, whether on a full- or part-time basis, including consultants. (List personnel by title, man-months, and dollar amounts.)

(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits customarily provided by organization.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed the amount allowable under the customary practices of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A fixed rate which does not exceed the grantee organization's established audited rate may be used. Indicate the basis for the established rate: include the date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

---

[3] For salaries at rates of $15,000 or more per annum and for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

B. CONDITIONS FOR DOCTORAL DISSERTATION GRANTS/ SMALL-GRANT RESEARCH PROJECTS UNDER CETA

1. DEFINITIONS

As used in this grant (see sample Notice of Grant Award), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "MA" means the Manpower Administration of the U.S. Department of Labor.

e. "Principal investigator/doctoral candidate" means the principal investigator in small-grant research projects and the doctoral candidate in doctoral dissertation grants.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the principal investigator/doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer and shall be performed in accordance with the document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1-15.3 of the Federal Procurement Regulations (41 CFR 1-15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the principal investigator/doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the principal investigator/doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 16 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. LEASE-PURCHASE AGREEMENT

The grantees shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

12. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

13. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported in the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

14. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

15. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The General Services Administration Circular FMC73-3, December 4, 1973, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

16. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports," must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> The material in this project was prepared under Grant No.(s) (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of Title III, Part B, of the Comprehensive Employment and Training Act of 1973. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor.

Final dissertation reports must be officially acceptable to the faculty member committee and/or other appropriate university official responsible for the candidate's dissertation and must be signed by such persons.

17. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

18. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 16 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

19. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of the grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

20. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR/DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as principal investigator/doctoral candidate is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator/doctoral candidate to continue to work on the project as planned. Under such circumstances doctoral dissertation grants must be revoked. Small grant research projects may be revoked or the grantee may nominate a substitute for the principal investigator subject to the approval of the project officer.

21. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

22. EQUAL OPPORTUNITY

The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).

During the performance of this grant, the grantee agrees as follows:

a. No person with responsibilities in the implementation of said grant will discriminate against any participant, employee, or applicant for employment in conjunction with such grant because of race, color, creed, sex, national origin, political affiliation, or belief. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive

Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraph a. through g. in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. *Provided, however,* That in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

23. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5 U.S.C. 1502(a), 18 U.S.C. 595.

24. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act 41 U.S.C. 10(a)(d) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means:

(a) An unmanufactured end product which has been mined or produced in the United States, and

(b) An end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3)(b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

The foregoing requirements are administered in accordance with Executive Order No. 10582, dated December 17, 1954.

25. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

26. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

27. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are that of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

28. OTHER CONDITIONS

The grantee agrees to comply with provisions 2-15 as set forth in title VI, sec. 603, CETA, as may be applicable.

U.S. DEPARTMENT OF LABOR

NOTICE OF GRANT AWARD: Under Authority of the Comprehensive Employment and Training Act of 1973 (29 U.S.C. 801 et seq.)

GRANT NO: ________________ GRANT PERIOD: From ________ through ___________

PROPOSAL: Number __________________ Title: ___________________________________

GRANTEE:

☐ Principal Investigator

☐ Doctoral Candidate

Name: ___________________________________

APPROVED BUDGET FOR THIS AWARD:

INITIAL PAYMENT (See Condition 7).....	$____________
TOTAL AMOUNT OF THIS GRANT ...	$____________
TOTAL GRANTEE CONTRIBUTION ...	$____________
TOTAL PROJECT BUDGET	$____________

CONDITIONS: This Award is made in support of the proposal which is a part of this Grant and is incorporated as Attachment 1, and is made subject to the Conditions 1 through ___ set forth in Attachment 2.

Grantee accepts this Grant and the conditions of its approval.

BY: ________________________________

TITLE: ________________________________

DATE: ________________________________

Grantee's IRS Employer Number: ________________________________

Secretary of Labor, U.S. Department of Labor.

BY: ________________________________

TITLE: Director, Office of Manpower Research and Development

DATE: ________________________________

C. Excerpt from the

COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973

Public Law 93–203, 87 Stat. 861

TITLE III—SPECIAL FEDERAL RESPONSIBILITIES

PART B–RESEARCH, TRAINING, AND EVALUATION

RESEARCH

SEC. 311.(a) To assist the Nation in expanding work opportunities and assuring access to those opportunities for all who desire it, the Secretary shall establish a comprehensive program of manpower research utilizing the methods, techniques, and knowledge of the behavioral and social sciences and such other methods, techniques, and knowledge as will aid in the solution of the Nation's manpower problems. This program will include, but not be limited to, studies, the findings of which may contribute to the formulation of manpower policy; development or improvement of manpower programs; increased knowledge about labor market processes; reduction of unemployment and its relationships to price stability; promotion of more effective manpower development, training, and utilization; improved national, regional, and local means of measuring future labor demand and supply; enhancement of job opportunities; skill training to qualify employees for positions of greater skill, responsibility, and remuneration; meeting of manpower shortages; easing of the transition from school to work, from one job to another, and from work to retirement, opportunities and services for older persons who desire to enter or reenter the labor force, and for improvements of opportunities for employment and advancement through the reduction of discrimination and disadvantage arising from poverty, ignorance, or prejudice.

(b) The Secretary shall establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private non-profit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems; however, nothing in this subsection shall authorize the Secretary to carry out employment programs experimenting with subsidized wages in the private sector or with wages less than those established by the Fair Labor Standards Act of 1938, as amended, for employment subject to that Act. In carrying out this subsection with respect to programs designed to provide employment and training opportunities for low-income people, the Secretary shall consult with such other agencies as may be appropriate. Where programs under this section require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare.

(c) The Secretary is authorized to conduct, either directly or by way of contract, grant, or other arrangement, a thorough evaluation of all programs and activities conducted pursuant to this Act to determine the effectiveness of such programs and activities in meeting the special needs of disadvantaged, chronically unemployed, and low-income persons for meaningful employment opportunities and supportive services to continue or resume their education and employment and to become more responsible and productive citizens.

(d) The Secretary shall conduct such research and investigations as give promise of furthering the objectives of this Act either directly or through grants, contracts, or other arrangements.

INDEXES

A. Index of Contract and Grant Numbers

B. Index of Contractor and Grantee Organizations

C. Index of Individuals Associated with Contracts and Grants

D. Index of Research Subjects

A.—INDEX OF CONTRACT AND GRANT NUMBERS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

B2C-5415 ... 3-072
OEO 61202 ... 4-027
11-34-74-01 ... 2-083
12-41-74-01 ... 3-042
12-25-74-02 ... 3-034
12-09-74-03 ... 3-036
12-49-74-04 ... 3-044
12-06-74-05 ... 3-040
12-13-74-06 ... 3-033
12-39-74-07 ... 3-041
12-26-74-08 ... 3-035
12-06-74-09 ... 3-043
12-22-74-10 ... 3-039
12-42-74-11 ... 2-077
20-11-73-01 ... 4-018
20-11-73-02 ... 3-002
20-25-73-03 ... 2-018
20-11-73-04 ... 4-003
20-11-73-06 ... 4-023
20-37-73-15 ... 1-046
20-47-73-18 ... 3-068
20-11-73-25 ... 3-045
20-36-73-27 ... 1-069
20-49-74-03 ... 2-012
20-06-74-12 ... 3-063
20-42-74-14 ... 3-005
20-11-74-15 ... 4-013
20-11-74-16 ... 4-050
20-11-74-17 ... 4-031
20-11-74-18 ... 1-042
20-42-74-19 ... 2-121
20-11-74-20 ... 1-023
20-11-74-21 ... 4-021
20-36-74-22 ... 1-033
20-34-74-23 ... 2-083
20-11-74-28 ... 2-098
20-42-74-34 ... 1-047
21-11-73-02 ... 4-020
21-11-73-03 ... 2-034
21-36-73-04 ... 4-002
21-42-73-05 ... 4-008
21-06-73-06 ... 3-028
21-42-73-07 ... 4-046
21-36-73-08 ... 4-049
21-27-73-09 ... 2-029
21-11-73-10 ... 4-003
21-11-73-11 ... 6-250
21-11-73-12 ... 2-007
21-36-73-13 ... 4-014
21-36-73-14 ... 1-022
21-55-73-15 ... 1-057
21-25-73-18 ... 4-005
21-42-73-20 ... 1-062
21-24-73-21 ... 1-056
21-55-73-22 ... 2-096
21-24-73-23 ... 2-004
21-11-73-24 ... 3-003
21-37-73-25 ... 4-033
21-34-73-27 ... 4-011
21-11-73-28 ... 1-017
21-08-73-29 ... 3-020
21-36-73-30 ... 2-020
21-11-73-31 ... 1-052
21-11-73-32 ... 2-030
21-48-73-33 ... 2-049
21-11-73-34 ... 5-017
21-36-73-35 ... 2-048
21-25-73-36 ... 4-052
21-36-73-37 ... 1-066
21-01-73-38 ... 2-031
21-36-73-39 ... 2-013
21-11-73-40 ... 1-064
21-42-73-41 ... 4-017
21-21-73-42 ... 1-013
21-42-73-43 ... 4-048
21-11-73-44 ... 1-001
21-48-73-45 ... 4-001
21-51-73-46 ... 2-054
21-36-73-47 ... 1-011
21-17-73-48 ... 1-003
21-29-73-49 ... 5-015
21-06-73-50 ... 5-001
21-36-73-51 ... 4-002
21-26-73-52 ... 2-127
21-48-74-01 ... 3-079
21-48-74-03 ... 5-005
21-06-74-05 ... 3-064
21-06-74-06 ... 3-056
21-21-74-08 ... 2-051
21-11-74-09 ... 5-014
21-42-74-10 ... 4-009
21-42-74-11 ... 4-019
21-29-74-12 ... 4-029
21-26-74-13 ... 4-054
21-09-74-14 ... 4-056
21-25-74-15 ... 2-001
21-26-74-16 ... 4-044
21-06-74-18 ... 1-053
21-36-74-19 ... 1-065
21-42-74-20 ... 2-052
21-26-74-21 ... 1-027
21-12-74-22 ... 3-054
21-36-74-23 ... 2-042
21-48-74-24 ... 4-026
21-06-74-25 ... 1-059
21-24-74-26 ... 4-043
21-21-74-27 ... 4-025
21-11-74-28 ... 1-012
21-27-74-29 ... 2-035
21-55-74-30 ... 4-041
21-11-74-31 ... 1-007
21-17-74-32 ... 2-041
21-25-74-33 ... 1-005
21-26-74-34 ... 3-088
21-09-74-35 ... 1-002
21-11-74-36 ... 1-032
31-23-70-01 ... 6-014
31-34-70-02 ... 6-016
31-45-70-03 ... 6-017
31-35-70-04 ... 6-019
31-37-70-05 ... 6-020
31-46-70-06 ... 6-022
31-05-70-07 ... 6-015
31-27-70-08 ... 6-018
31-39-70-09 ... 6-021
31-47-70-10 ... 6-023
31-49-70-11 ... 6-024
31-52-70-12 ... 6-025
31-25-74-01 ... 6-001
31-36-74-02 ... 6-005
31-54-74-03 ... 6-013
31-47-74-04 ... 6-003
31-26-74-05 ... 6-007
31-48-74-06 ... 6-002
31-29-74-07 ... 6-004
31-49-74-08 ... 6-012
31-06-74-09 ... 6-011
31-41-74-10 ... 6-009
31-37-74-11 ... 6-006
31-48-74-12 ... 6-010
31-40-74-13 ... 6-008
41-4-001-11 ... 5-008
41-1-001-27 ... 2-107
41-2-001-27 ... 2-116
41-2-002-27 ... 2-115
41-9-002-34 ... 3-013
41-1-002-42 ... 1-035
41-0-003-09 ... 2-110
41-2-003-11 ... 3-025
41-9-004-23 ... 3-057
41-0-004-34 ... 2-095
41-8-004-40 ... 2-079
41-9-005-32 ... 3-071
42-0-001-05 ... 2-112
42-0-002-05 ... 2-101
42-9-003-05 ... 2-112
42-0-003-34 ... 2-105
42-9-004-05 ... 2-101
42-1-004-36 ... 2-102
42-0-004-7 ... 2-106
42-9-005-05 ... 2-120
42-1-005-09 ... 2-106
42-0-005-34 ... 3-011
42-9-007-34 ... 3-004
42-06-71-01 ... 2-104
42-06-71-02 ... 2-120
42-06-72-02 ... 3-016
42-36-72-03 ... 3-004
42-11-72-04 ... 3-019
42-06-72-05 ... 2-118
42-11-72-06 ... 3-006
42-29-72-07 ... 2-113
42-06-72-08 ... 1-014
42-26-72-09 ... 1-009
42-25-72-10 ... 3-057
42-47-73-01 ... 2-109
42-36-73-02 ... 2-108
42-36-73-03 ... 2-099
42-11-73-04 ... 2-088
42-11-73-06 ... 4-030
42-27-73-07 ... 4-040
42-06-74-01 ... 2-111
42-11-74-02 ... 2-117
42-06-74-04 ... 2-073
42-22-74-05 ... 3-039
42-34-74-06 ... 3-037
42-34-74-07 ... 3-038
42-25-74-08 ... 1-005
42-06-74-13 ... 3-043
51-40-69-01 ... 2-091
51-09-69-02 ... 2-082
51-24-69-05 ... 2-087

51-25-69-06 ... 2-058
51-34-69-07 ... 2-066
51-15-69-08 ... 2-062
51-24-69-09 ... 2-086
51-24-69-10 ... 2-061
51-37-69-11 ... 2-060
51-53-69-12 ... 2-081
51-24-70-01 ... 3-077
51-09-70-02 ... 2-067
51-49-70-03 ... 2-057
51-23-70-04 ... 2-123
51-05-70-05 ... 2-076
51-49-70-06 ... 2-065
51-24-70-07 ... 2-080
51-25-70-08 ... 2-064
51-09-70-10 ... 2-071
51-18-71-01 ... 1-036
51-36-71-02 ... 2-094
51-36-71-04 ... 1-061
51-11-72-01 ... 2-059
51-42-72-02 ... 2-077
51-11-72-03 ... 2-075
51-11-72-04 ... 2-092
51-36-72-06 ... 2-070
51-26-72-07 ... 2-089
51-13-72-10 ... 4-012
51-11-73-01 ... 2-078
51-11-73-02 ... 2-069
51-25-73-03 ... 2-090
51-55-73-04 ... 3-030
51-42-73-05 ... 2-077
51-06-73-06 ... 4-036
51-06-73-07 ... 2-085
51-06-73-08 ... 2-074
51-27-73-09 ... 2-072
51-41-74-01 ... 2-069
51-12-74-02 ... 2-063
71-53-70-01 ... 1-028
71-24-70-02 ... 1-024
71-05-70-03 ... 1-025
71-34-70-04 ... 1-011
71-25-71-01 ... 1-018
71-25-71-02 ... 1-020
71-36-71-03 ... 4-005
71-06-72-01 ... 1-029
71-11-72-05 ... 1-021
71-25-72-06 ... 1-015
81-34-28 ... 4-023
81-08-38 ... 4-023
81-09-66-27 ... 2-124
81-09-66-31 ... 1-067
81-19-68-13 ... 2-046
81-46-68-16 ... 2-050
81-37-68-21 ... 4-023
81-37-68-40 ... 3-012
81-34-68-44 ... 4-034
81-24-68-45 ... 5-010
81-32-69-03 ... 5-010
81-15-69-07 ... 1-055
81-37-69-15 ... 4-023
81-34-69-16 ... 1-063
81-23-69-17 ... 4-022
81-38-69-19 ... 1-016
81-40-69-20 ... 4-006
81-09-69-23 ... 5-002
81-09-70-02 ... 2-027
81-34-70-04 ... 4-060
81-40-70-06 ... 1-026
81-23-70-08 ... 4-028
81-34-70-11 ... 4-024
81-09-70-16 ... 5-007
81-37-70-18 ... 4-023
81-09-70-19 ... 4-050
81-20-70-20 ... 2-044
81-46-70-24 ... 2-045
81-36-71-01 ... 4-002
81-42-71-02 ... 3-052
81-55-71-04 ... 4-051
81-36-71-07 ... 4-058
81-11-71-08 ... 4-007
81-11-71-09 ... 1-067
81-11-71-10 ... 3-017
81-11-71-11 ... 5-006
81-11-71-16 ... 4-047
81-11-71-18 ... 4-016
81-11-71-19 ... 4-032
81-06-72-01 ... 1-049
81-11-72-04 ... 4-061
81-26-72-05 ... 4-059
81-06-72-09 ... 4-057
81-25-72-10 ... 2-019
81-11-72-11 ... 4-039
81-11-72-16 ... 5-006
82-01-07 ... 2-031
82-34-66-18 ... 2-024
82-34-66-25 ... 3-060
82-46-67-15 ... 1-070
82-01-67-36 ... 2-031
82-40-67-56 ... 3-001
82-34-68-04 ... 3-015
82-23-68-27 ... 2-022
82-09-68-30 ... 2-025
82-18-68-31 ... 2-021
82-46-68-42 ... 3-022
82-09-68-43 ... 2-093
82-09-68-44 ... 4-004
82-05-69-02 ... 2-128
82-01-69-06 ... 2-031
82-06-69-11 ... 3-073
82-34-69-18 ... 3-060
82-34-69-21 ... 2-108
82-46-69-22 ... 3-087
82-34-69-28 ... 3-015
82-34-69-30 ... 2-053
82-32-69-33 ... 3-009
82-34-69-34 ... 3-055
82-40-69-36 ... 3-078
82-34-69-41 ... 3-051
82-34-69-44 ... 3-065
82-34-69-45 ... 3-086
82-05-69-46 ... 2-033
82-24-69-47 ... 1-040
82-35-70-01 ... 1-054
82-23-70-02 ... 3-081
82-34-70-04 ... 3-047
82-05-70-05 ... 2-033
82-32-70-06 ... 3-001
82-09-70-07 ... 2-093
82-15-70-11 ... 3-083
82-26-70-12 ... 3-084
82-24-70-13 ... 3-085
82-05-70-14 ... 2-122
82-23-70-16 ... 1-051
82-06-70-19 ... 3-073
82-40-70-20 ... 2-023
82-15-70-22 ... 1-038
82-24-70-23 ... 1-004
82-09-70-24 ... 3-024
82-05-70-25 ... 1-037
82-05-70-28 ... 4-038
82-34-70-29 ... 3-049
82-48-70-30 ... 3-027
82-34-70-31 ... 3-059
82-37-70-32 ... 3-048
82-34-70-33 ... 2-114
82-09-70-34 ... 3-067
82-22-70-35 ... 3-061
82-36-71-01 ... 2-017
82-36-71-02 ... 4-037
82-37-71-04 ... 3-082
82-11-71-06 ... 1-044
82-36-71-07 ... 2-108
82-36-71-09 ... 3-031
82-25-71-10 ... 3-014
82-11-71-11 ... 1-045
82-11-71-13 ... 2-043
82-11-71-14 ... 2-003
82-11-71-16 ... 5-016
82-36-71-17 ... 1-045
82-48-71-18 ... 2-006
82-17-71-19 ... 3-050
82-25-71-21 ... 2-014
82-11-71-22 ... 2-016
82-11-71-23 ... 2-126
82-18-71-24 ... 3-007
82-11-71-25 ... 3-046
82-42-71-26 ... 5-011
82-04-71-27 ... 1-058
82-11-71-28 ... 4-035
82-18-71-29 ... 3-008
82-11-71-30 ... 2-018
82-55-71-31 ... 2-011
82-11-71-32 ... 5-004
82-29-71-34 ... 2-100
82-36-71-35 ... 2-047
82-25-71-36 ... 2-010
82-48-71-38 ... 2-049
82-25-71-39 ... 3-021
82-17-71-40 ... 2-008
82-26-71-41 ... 1-048
82-11-71-42 ... 2-055
82-36-71-43 ... 1-039
82-26-71-44 ... 2-127
82-11-71-45 ... 2-036
82-25-71-46 ... 2-103
82-37-71-47 ... 1-006
82-17-71-48 ... 2-009
82-36-71-49 ... 3-069
82-36-72-01 ... 3-010
82-11-72-02 ... 2-039
82-41-72-03 ... 1-010
82-26-72-04 ... 1-060
82-08-72-07 ... 3-073
82-42-72-08 ... 3-075
82-39-72-10 ... 3-066
82-11-72-11 ... 2-005
82-11-72-12 ... 2-093
82-11-72-15 ... 3-076
82-11-72-20 ... 2-084
82-39-72-21 ... 4-023
82-11-72-23 ... 2-126
82-11-72-26 ... 4-010
82-11-72-29 ... 4-032
88-47-72-02 ... 2-097
89-11-71-01 ... 2-032
89-17-71-03 ... 2-040
89-39-72-01 ... 2-038
89-24-72-02 ... 2-032
91-05-66-09 ... 6-125
91-34-66-18 ... 6-168
91-32-66-20 ... 6-099
91-23-66-59 ... 6-045
91-53-66-69 ... 6-111
91-05-67-18 ... 6-125
91-34-67-28 ... 6-168
91-23-67-45 ... 6-045
91-23-67-57 ... 3-057
91-34-67-58 ... 6-239
91-34-68-12 ... 6-195
91-16-68-13 ... 6-075
91-35-68-15 ... 6-055
91-23-68-27 ... 6-212
91-34-68-28 ... 6-106
91-24-68-29 ... 6-241
91-24-68-41 ... 6-210
91-46-68-48 ... 6-247
91-05-69-01 ... 6-173
91-34-69-11 ... 6-044
91-24-69-12 ... 6-179
91-34-69-18 ... 6-106
91-23-69-20 ... 6-234
91-27-69-24 ... 6-186
91-24-69-25 ... 6-150
91-34-69-26 ... 6-145

91-34-69-30	6-216
91-09-69-31	6-246
91-15-69-35	6-142
91-27-69-38	6-056
91-53-69-45	6-188
91-34-69-50	6-068
91-15-69-51	6-151
91-05-69-53	6-074
91-47-69-64	6-213
91-27-69-65	6-148
91-32-69-66	6-041
91-34-69-67	6-130
91-34-70-05	6-044
91-34-70-06	6-185
91-15-70-07	6-248
91-53-70-08	6-093
91-34-70-09	6-050
91-34-70-10	6-110
91-15-70-12	5-232
91-05-70-13	6-036
91-24-70-14	6-155
91-27-70-21	6-065
91-23-70-24	6-187
91-34-70-27	6-204
91-05-70-28	6-100
91-38-70-31	6-064
91-40-70-32	6-103
91-37-70-34	6-076
91-46-70-35	6-162
91-09-70-36	6-235
91-05-70-37	6-225
91-06-70-38	6-053
91-34-70-39	6-108
91-32-70-41	6-066
91-05-70-42	6-048
91-34-70-43	6-105
91-05-70-44	6-243
91-15-70-45	6-182
91-05-70-46	6-082
91-05-70-48	6-031
91-24-70-51	6-202
91-27-70-52	6-032
91-37-70-53	6-042
91-40-70-54	6-127
91-37-70-55	6-061
91-24-70-56	6-172
91-24-70-57	6-198
91-23-70-60	6-047
91-34-70-62	6-037
91-34-70-63	6-068
91-34-71-02	6-222
91-25-71-04	6-183
91-11-71-05	4-015
91-26-71-06	6-236
91-06-71-07	6-079
91-25-71-08	6-134
91-06-71-09	6-084
91-47-71-10	6-119
91-39-71-11	6-038
91-36-71-12	6-087
91-36-71-13	6-149
91-25-71-14	6-138
91-06-71-15	6-090
91-26-71-16	6-192
91-17-71-17	6-135
91-06-71-18	6-170
91-25-71-19	6-101
91-11-71-20	6-159
91-26-71-21	6-175
91-17-71-22	6-051
91-36-71-23	6-178
91-25-71-24	6-152
91-05-71-25	6-082
91-06-71-27	6-091
91-09-71-28	6-137
91-06-71-30	6-036
91-06-71-31	6-176
91-11-71-32	6-226
91-06-71-33	6-048
91-18-71-35	6-167
91-29-71-36	6-085
91-25-71-38	6-153
91-06-71-39	6-165
91-36-71-41	6-217
91-09-71-42	6-109
91-39-71-43	6-219
91-36-71-45	6-157
91-26-71-46	6-098
91-26-71-47	6-115
91-25-71-49	6-189
91-29-71-50	6-205
91-44-71-51	6-126
91-36-71-52	6-026
91-12-71-53	6-117
91-18-72-02	6-078
91-22-72-04	6-166
91-48-72-05	6-121
91-20-72-07	6-237
91-25-72-09	6-191
91-48-72-10	6-227
91-26-72-11	6-086
91-26-72-12	6-229
91-36-72-13	6-029
91-37-72-15	6-052
91-06-72-16	6-079
91-25-72-17	6-206
91-25-72-18	6-134
91-18-72-19	6-221
91-11-72-20	6-131
91-06-72-21	6-156
91-26-72-22	6-114
91-26-72-23	6-209
91-26-72-24	6-146
91-11-72-25	5-009
91-37-72-26	6-080
91-55-72-27	6-252
91-06-72-28	6-214
91-09-72-29	6-199
91-29-72-30	6-116
91-36-72-31	6-035
91-17-72-32	6-233
91-42-72-33	6-072
91-36-72-34	6-037
91-36-72-35	6-193
91-13-72-36	6-230
91-48-72-37	6-104
91-06-72-38	6-174
91-36-72-39	6-190
91-11-72-40	6-256
91-29-72-41	6-039
91-36-72-42	6-203
91-06-72-43	6-139
91-24-72-44	6-231
91-06-72-45	6-251
91-25-72-46	6-207
91-41-72-47	6-102
91-47-72-48	6-120
91-55-72-49	6-070
91-24-72-50	6-160
91-34-72-51	6-240
91-36-73-01	6-244
91-06-73-02	6-062
91-06-73-03	6-088
91-55-73-04	6-228
91-55-73-05	6-028
91-17-73-06	6-181
91-36-73-07	6-083
91-42-73-08	6-094
91-25-73-09	6-220
91-12-73-10	6-169
91-26-73-11	6-136
91-36-73-12	6-157
91-36-73-13	6-046
91-55-73-14	6-180
91-42-73-16	6-184
91-25-73-17	6-154
91-36-73-18	6-177
91-26-73-19	6-171
91-55-73-20	6-158
91-42-73-21	6-122
91-25-73-22	6-194
91-06-73-23	6-164
91-55-73-24	6-034
91-49-73-25	6-033
91-25-73-26	6-124
91-48-73-27	6-197
91-06-73-28	6-077
91-36-73-29	6-040
91-13-73-30	6-161
91-25-73-31	6-147
91-42-73-32	6-253
91-42-73-33	6-128
91-06-73-34	6-097
91-48-73-35	6-257
91-24-74-01	6-096
91-39-74-02	6-218
91-26-74-03	6-071
91-06-74-04	6-069
91-06-74-05	6-163
91-25-74-06	6-107
91-42-74-07	6-059
91-27-74-08	6-141
91-36-74-09	6-058
91-26-74-10	6-043
91-55-74-11	6-196
91-34-74-12	6-200
91-17-74-13	6-030
91-44-74-14	6-089
91-17-74-15	6-208
91-06-74-16	6-081
91-39-74-17	6-132
91-09-74-18	6-027
91-55-74-19	6-060
91-36-74-20	6-057
91-25-74-21	6-129
91-25-74-22	6-113
91-53-74-23	6-211
91-26-74-24	6-245
91-48-74-25	6-257
91-30-74-26	6-224
91-25-74-27	6-073
91-26-74-28	6-118
91-17-74-29	6-242
91-55-74-30	6-201
91-09-74-31	6-223
91-17-74-32	6-255
91-40-74-33	6-215
91-42-74-34	6-238
91-27-74-35	6-254
91-48-74-36	6-133
91-25-74-37	6-092
91-51-74-38	6-095
91-44-74-39	6-067
91-36-74-40	6-112
91-25-74-41	6-054
91-36-74-42	6-049
91-25-74-43	6-063
91-48-74-44	6-249
91-53-74-45	6-123
91-29-74-46	6-140
91-25-74-47	6-144
91-24-74-48	6-143
92-15-69-22	1-038
92-40-70-09	1-074
92-34-70-13	3-080
92-34-70-14	1-043
92-27-70-15	2-068
92-34-70-16	1-030
92-53-70-17	2-015
92-06-71-01	3-018
92-17-71-02	3-053
92-25-71-05	2-002
92-39-72-01	1-031
92-25-72-03	1-041

A.—Index of Contract and Grant Numbers

92-06-72-04 2-125
92-11-72-05 2-037
92-48-72-06 5-012
92-06-72-07 3-070
92-18-72-08 1-034
92-36-72-12 3-032
92-11-72-13 3-029
92-06-72-14 2-119
92-51-72-15 2-056
92-49-72-16 1-008
92-42-72-17 3-026
92-25-72-18 2-026
92-36-72-19 5-013
92-11-72-21 1-050
92-36-72-23 4-055
92-49-72-24 4-045
92-11-72-25 3-062
92-42-72-26 3-058
92-06-72-27 1-068
92-36-72-28 5-003
92-42-72-29 3-023
92-36-72-30 1-019
92-11-72-32 2-028
92-26-72-33 1-004
92-42-72-34 4-042
92-26-72-35 4-053
92-11-72-36 4-004
92-24-72-37 2-032

B.—INDEX OF CONTRACTOR AND GRANTEE ORGANIZATIONS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

Abt Associates, Inc 1-051
American Agricultural Economics Association 1-013
American Association for Health, Physical Education, and Recreation 3-025
American Bar Association 2-030, 2-039
American Correctional Association 2-032
American Institute of Aeronautics and Astronautics 2-017
American Institutes for Research 3-005, 4-039
American Jewish Committee 4-055
American Scholarship Association 2-105
American Telephone and Telegraph Company 4-037
American University, The 6-256
Arizona, The University of 1-058
Associate Control Research and Analysis, Inc 2-075, 4-010, 4-030
Associates for Research 3-074
Atlanta Urban League 3-033
Atomic Energy Commission, U.S 3-068

B

B&C Associates, Inc 1-046
Battelle Memorial Institute 2-038, 3-012
Beth Israel Hospital 3-081
Boston College 6-092, 6-124, 6-153
Boston University 2-123, 6-001
Bowling Green State University 6-038, 6-042
Brandeis University 2-010, 2-090, 6-014, 6-045, 6-183
Bridgeport, City of, Office of the Mayor 1-002
Brookings Institution, The 2-059, 2-082
Brown University 6-067, 6-089, 6-126
Bryn Mawr College 6-122, 6-184
Bureau of Labor Statistics 1-045, 4-003, 4-016, 4-047, 4-050, 5-006
Bureau of National Affairs 2-084
Bureau of Social Science Research, Inc 1-044, 2-036, 2-067, 2-069, 2-092, 2-124, 3-003, 6-226, 6-246
Bureau of the Census 2-018, 4-013, 4-023, 4-032

C

California State Assembly 1-037
California State Personnel Board 3-028, 4-038
California, State of, Human Resources Development Department 1-029
California, University of, Berkeley 1-025, 1-049, 2-073, 6-036, 6-048, 6-062, 6-069, 6-074, 6-077, 6-079, 6-081, 6-084, 6-088, 6-090, 6-156, 6-163, 6-164, 6-165, 6-170, 6-173, 6-176, 6-225
California, University of, Los Angeles 2-125, 4-057, 6-015, 6-097, 6-100, 6-125, 6-139, 6-174
Camil Associates, Inc 1-047
Career Development International, Inc 2-103
Carnegie-Mellon University 2-052, 4-042, 4-048, 6-238, 6-253
Case Western Reserve University 2-060, 6-132
Catholic University of America, The 5-009
Census, The Bureau of—See Bureau of the Census ....
Center for Applied Manpower Research 1-059, 3-056
Center for Governmental Studies 1-001
Center for Policy Research, Inc 1-065, 2-020, 4-060
Center for Research on the Acts of Man 2-077, 4-046
Chicago, Mayor's Council of Manpower and Economic Advisors 1-003
Chicago, The University of 2-008, 2-062, 6-051, 6-135, 6-233
Civil Service Commission, U.S 1-042, 3-067
Claremont Graduate School 2-119, 6-251
Cleveland, Office of the Mayor 3-048
Colorado State University 3-020, 3-073
Colorado, University of 6-053
Columbia University 1-011, 1-030, 1-066, 4-002, 4-034, 6-029, 6-037, 6-044, 6-050, 6-058, 6-068, 6-083, 6-105, 6-106, 6-108, 6-110, 6-177, 6-178, 6-185, 6-193, 6-204, 6-239
Commerce, U.S. Department of—See Bureau of the Census ....
Community Building Maintenance Corporation 2-041
Cornell University 2-013, 2-066, 2-094, 6-016, 6-130, 6-195, 6-203, 6-216
Council on Hotel, Restaurant and Institutional Education 3-062
Council on Social Work Education 3-080
Criminal Justice Research, Inc 2-026

D

Defense, U.S. Department of 5-002
Detroit, City of, Mayor's Office of Manpower 3-035
Development Associates, Inc 3-002
Development Systems Corporation 2-009
District of Columbia Commission on the Status of Women 2-037
Duke University 6-055, 6-080

E

Education and Training Associates, Inc 2-106
Educational Computer Corporation 3-001

Educational Testing Service 1-042, 3-061, 3-071, 5-010
Employment Service, U.S. 1-023, 3-087
Employment Standards Administration 3-045
Evaluation Technology Corporation 2-104, 2-112

F

Federal Interagency Committee on Education, U.S. Office of Education 5-008
Florida International University 3-054
Florida State University, The 6-117
Florida, University of 6-169
Fordham University 2-042

G

George Washington University, The 2-110, 2-117, 3-006, 3-019, 6-131, 6-159
Georgetown University 2-027, 2-034
Georgia State University 4-012
Georgia, University of 6-230
Graham Associates, Inc 2-111, 3-016
Greater Hartford Process, The, Inc 3-036
Greater Horizons, Inc. 2-053
Greenleigh Associates, Inc 1-039

H

Harvard University—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-041, 2-002, 2-019, 3-017, 4-005, 4-022, 4-028, 6-047, 6-054, 6-063, 6-107, 6-134, 6-144, 6-146, 6-147, 6-152, 6-187, 6-189, 6-249
Higher Education Development Fund 3-004
Household Technicians of Western Pennsylvania, Inc. 2-023
Houston Vocational Guidance 3-022
Houston, University of 1-070, 4-061, 6-002, 6-121, 6-247
Howard University 6-235
Human Interaction Research Institute 1-068, 2-122, 3-070
Human Resources Research Organization 2-054, 2-056, 2-057, 2-065
Humanic Designs Division, Information Science Corporation 3-047

I

Illinois Bureau of Employment Security 1-038
Illinois, The University of, at Urbana-Champaign 1-055, 6-030, 6-151, 6-181, 6-208, 6-242
Indiana University Foundation 1-036, 3-007, 3-008, 6-075, 6-078, 6-167
Institute of Public Administration 1-045, 3-065, 5-003
Interstate Conference of Employment Security Agencies, Inc 1-032
Interstudy, Welfare Policy Division 2-072

J

Jewish Employment and Vocational Service, Inc 3-075, 3-078
Job Corps Health Unit 2-003
Johns Hopkins University, The 2-004, 6-096, 6-143, 6-160, 6-231
Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-015, 1-018
Joint Committee for Cannery Industry Training Program, Inc 3-063
Joint Training Committee of the California Processors, Inc. and the California State Council of Cannery and Food Processing Unions 3-064

K

Kansas State University 2-021
Kentucky Research Foundation, The University of 2-046, 4-025
Kentucky, The University of 2-051
Kramer, Leo, Inc 4-031, 5-004

L

Labor, U.S. Department of—See also Bureau of Labor Statistics; Employment Service, U.S.; Employment Standards Administration; Women's Bureau 2-088
League of Cities—Conference of Mayors, Inc. 2-016
Legal Resources, Inc 1-007
Levine, Louis 1-021
Linton, Mields & Coston, Inc 4-021
Louisiana State University, New Orleans 2-044

M

Manpower Management Institute 1-064
Manpower Science Services, Inc 1-004, 3-077
Maryland, University of 1-056, 4-043
Massachusetts Advocacy Center 2-001
Massachusetts Institute of Technology—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-005, 1-020, 4-052, 6-101, 6-113, 6-129, 6-138, 6-154, 6-191, 6-206, 6-207
Massachusetts, State of, Technical Development Corporation 3-034
Massachusetts, University of 6-073, 6-212, 6-220, 6-234
Match Institution, The 5-016
Mathematica, Inc 2-083
Memphis and Shelby County, Health and Welfare Planning Council of 2-097
Memphis Board of Education 2-109
Memphis State University 6-003, 6-017
Mentec Corporation, The 2-033
Metropolitan Applied Research Center, Inc. 2-095, 2-099
Metropolitan Cleveland JOBS Council 1-031, 3-066
Michigan Employment Security Commission 1-048
Michigan State University 2-086, 2-127, 5-010, 6-150, 6-179, 6-245
Michigan, The University of 1-024, 1-027, 1-040, 1-060, 2-061, 2-087, 2-089, 4-044, 4-053, 4-054, 4-059, 6-043, 6-071, 6-086, 6-098, 6-114, 6-115, 6-118, 6-136, 6-155, 6-171, 6-172, 6-175, 6-192, 6-198, 6-202, 6-209, 6-210, 6-229, 6-236
Minnesota, University of 2-029, 4-040, 6-141
Mississippi, The University of 6-003, 6-017
Missouri, University of, Columbia 4-029, 6-004, 6-018, 6-039
Mobilization for Youth, Inc. 2-108, 3-060
Montana State University 6-224
Murton Foundation for Criminal Justice, The, Inc. 2-035

N

Nathan Associates, Robert R., Inc. 2-055
National Academy of Sciences—National Research Council 1-050, 1-052
National Child Day Care Association, Inc. 2-093
National Civil Service League 3-024, 3-029, 4-015
National Commission on Resources for Youth, Inc. 2-102, 3-011
National Committee for Careers in the Medical Laboratory 3-061
National Committee on Employment of Youth 3-049
National Committee on Household Employment 2-024
National Council on Crime and Delinquency 2-028
National Joint Apprenticeship and Training Committee for Operating Engineers 2-007
National Manpower Policy Task Force 1-067, 6-250
National Planning Association 4-020, 5-007, 5-017
National Restaurant Association 3-050
National Science Foundation 4-035
National Tool, Die and Precision Machining Association 2-005
National Urban League, The 2-047
Nebraska, University of 6-161
New Careers Systems Institute 3-051
New Jersey Department of Labor and Industry 3-009
New Orleans, City of 3-039
New York City Fire Department 3-010
New York State Department of Labor 3-086, 5-013
New York University 1-061, 1-063, 2-070, 6-040, 6-049, 6-087, 6-149, 6-168, 6-244
New York, Hunter College of the City University of 4-049
New York, The City University of 4-014, 6-057
New York, The Research Foundation of The City University of 3-055
New York, The Research Foundation of The State University of, at Albany 6-035, 6-217
New York, The Research Foundation of The State University of, at Buffalo 3-013
New York, The State University of, at Buffalo 6-005, 6-046
Newark Studies, Office of, State of New Jersey 3-038
North Carolina Agricultural and Technical State University 6-006, 6-019
North Carolina Manpower Development Corporation 1-006, 1-054, 3-082
North Carolina State University 4-033
North Carolina, University of 6-052
North Star Research and Development Institute 2-058, 2-064, 2-107, 2-115, 2-116
North Texas State University 6-002, 6-227
Northeastern University 1-005, 2-014, 3-021, 3-057
Northern Michigan University 3-085, 3-088
Northside Center for Child Development 2-099
Northwestern University 3-053, 6-142, 6-182, 6-232, 6-248, 6-255

O

Oakland University 6-007
Office of Native American Programs 2-043
Ohio State University Research Foundation, The 4-023, 6-076
Ohio State University, The 6-020, 6-061, 6-218, 6-219
Ohio, State of, Office of Policy Research 3-041
Oklahoma State University 6-008, 6-064
Oklahoma State University of Agriculture and Applied Science, Research Foundation 1-016
Oklahoma State University Research Foundation 6-215
Olympus Research Corporation 1-012, 1-017, 2-012
Optometric Center of New York 4-024
Oregon Board of Education 1-010
Oregon State University 6-009
Oregon, University of 6-021, 6-102

P

Pacific Training and Technical Assistance Corporation 2-071, 2-074
Pan American University 6-010
Patrick House Drug Abuse & Family Health Center, City of Jersey City 3-037
Pennsylvania State University 1-026, 2-079, 4-061, 6-094
Pennsylvania, University of 1-062, 2-091, 3-052, 3-058, 4-008, 4-017, 5-011, 6-059, 6-072, 6-103, 6-127, 6-128
People-to-People Committee for the Handicapped 2-126
Pittsburgh, University of 3-023
Portland, City of, Human Resources Bureau 3-042
Princeton University 4-011, 6-041, 6-066, 6-099, 6-240
Puerto Rican Forum, The, Inc. 3-015
Puerto Rico, University of, Social Research Center 2-042
Purdue Research Foundation 6-221
Purdue University 1-034

R

Rand Corporation, The 5-001
Recruiting Management Consultants, Inc. 4-058
Recruitment and Training Program, Inc. 2-048
Rehabilitation Research Foundation 2-031
Richardson, Bellows, Henry & Co., Inc. 3-076
Rochester Jobs, Inc. 2-114
Rochester, University of 6-112, 6-157, 6-190
Rutgers, The State University 1-043, 3-009, 6-200, 6-222

S

Saint Louis University 2-100, 2-113, 6-205
San Francisco State University 6-011
San Francisco, City and County of 1-053
San Francisco, City and County of, Office of Manpower 3-043
Settlement Houses Employment Development (SHED) 1-022
Shelley & Co., E. F., Inc. 1-033, 1-069, 3-069
Social Development Corporation 3-046
Southern California, University of 2-076, 2-085, 6-082
Southern Illinois University 2-040
Southern Methodist University 6-022
Spanish-Speaking Unity Council of Alameda County 3-040
St. Olaf College 6-254
Stanford University 4-036, 6-031, 6-091, 6-214, 6-243
Stockton Unified School District 2-118
Synectics Corporation 2-121
Syracuse University 6-026, 6-145
Systematic Training and Redevelopment (STAR) 3-084
Systems in Education and Training, Inc. 2-063
Systems Research Incorporated 1-009

T

Technical Education Research Center, Inc. 3-014
Temple University 1-035, 3-026, 4-006, 4-009, 4-019
Tennessee, The University of 6-119, 6-120
Texas A&M University 2-050, 6-197
Texas Technological University 6-104, 6-257
Texas, The University of 2-006, 2-045, 2-049, 3-079, 4-001, 4-026, 4-027, 5-005, 5-012, 6-133, 6-162
TransCentury Corporation 4-007, 4-018
Transportation Opportunity Program, Inc. 2-128
Tufts University 6-194
Tulane University 6-166

U

U.S.—Agencies and Departments beginning with 'U.S.' are listed elsewhere by individual title
Ultrasystems, Inc 3-072
United States Research and Development Corporation 3-059
Urban Institute, The 2-078, 4-004, 5-014
Utah State University 4-045
Utah, State of, Office of State Planning Coordinator 3-044
Utah, University of 1-008, 6-012, 6-023, 6-213

V

Vera Institute of Justice 3-031, 3-032
Vermont, State of, Department of Employment Security 3-027
Virginia Polytechnic Institute and State University 6-095
Virginia State College 6-024

W

Washington (D.C.) Urban League, Inc. 2-025
Washington State University 6-211
Washington University 2-068, 5-015, 6-032, 6-056, 6-065, 6-085, 6-116, 6-140, 6-148, 6-186
Washington, University of 6-123
Watts Labor Community Action Committee 1-014, 2-101, 2-120
Wayne State University 2-080, 2-087, 2-089, 6-071, 6-171, 6-241
Weber State College 6-033
West Virginia University 6-013, 6-025
Wichita State University 6-237
Wisconsin, State of, Department of Administration 4-041
Wisconsin, State of, Department of Industry, Labor, and Human Relations 2-015, 2-096
Wisconsin, The University of 1-028, 1-057, 2-011, 2-081, 3-030, 4-051, 6-028, 6-034, 6-060, 6-070, 6-093, 6-111, 6-158, 6-180, 6-188, 6-196, 6-201, 6-228, 6-252
Women's Bureau 2-098
Women's Service Club of Boston, The, Inc. 2-022
Work Training Program, Inc. 3-018

Y

Yale University 4-056, 6-027, 6-109, 6-137, 6-199, 6-223
YMCA of Metropolitan Chicago, The 3-083
Yonkers Public Library 1-019

C.—INDEX OF INDIVIDUALS ASSOCIATED WITH CONTRACTS AND GRANTS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter. When a letter appears it refers to a subproject and follows the project having the same number.)

A

Aaron, Benjamin 6-015
Abernathy, Lewis M. 6-002
Abrahamson, Mark 6-026
Acker, Joan 6-102
Adams, John F. 4-012
Akula, John L. 6-134
Alexander, Michael O. 3-065
Allen, Jodie T. 2-078
Allen, Robert E. 6-046
Aller, Curtis C. 1-059, 3-056, 6-011
Almquist, Candace R. 3-081
Alnasrawi, Abbus 3-027
Altieri, Paul L. 6-092
Anderson, Carol 3-022
Anderson, Kenneth 4-032
Anderson, Parker C. 1-014
Andrisani, Paul 4-023A, 4-023C
Appelt, Judy Parker 6-162
Applebaum, Stanley 1-033
Arkin, R. 2-033
Aronson, Robert L. 6-016
Autry, George B. 1-006
Azevedo, Ross E. 6-130

B

Bachman, Jerald G. 4-059
Backer, Thomas E. 3-070
Bain, Trevor 1-065, 2-020
Baker, B. R. 3-073
Baker, Sally Hillsman 4-060
Baldwin, Robert E. 6-028
Bale, Malcolm D. 6-028, 6-224
Ball, Joseph H. 6-108
Barbee, J. R. 3-073
Barkin, Solomon 6-212, 6-234
Barnes, Clarence H. 6-120
Barrett, Nancy S. 6-256
Barron, John M. 6-067
Barton, Allen H. 6-068
Barton, Marling 2-031
Barton, Sam B. 6-227
Bast, Bernard A. 6-155
Bates, John 3-083
Bates, Percy 3-077
Battelle, Peter E. 3-027
Battle, Huey J. 6-024
Baum, John F. 6-093
Baumol, William J. 6-066
Baxter, Brent 3-005
Bedrosian, Hrach 2-070
Beier, Emerson 4-047
Belding, Nancye 2-115
Beller, Andrea Harriet 6-083
Bennett, Donald G. 3-046
Berg, Ivar E. 6-110
Berger, David E. 6-032
Berk, Richard 6-255
Berman, Louise 6-036
Bernard, Jesse 2-091
Bernard, S. 2-089
Bernheimer, Richard A. 3-028, 4-038
Bernstein, Edwin S. 5-003
Bernstein, Samuel C. 1-003
Berry, K. L. 3-073
Bertcher, Harvey 1-004
Beusse, William E. 5-002
Biderman, Albert D. 6-226, 6-246
Biel, Michael 2-030
Bishop, John H. 3-030
Blair, Larry 6-033
Blakeley, Thomas J. 6-153
Blau, Francine D. 6-152
Blau, Judith R. 6-182
Blue Spruce, George 2-043
Bluestone, Barry 2-087, 6-202
Bobnes, Stanley T. 2-023
Bolino, August C. 5-009
Borenzweig, Herman 6-082
Borus, Michael 4-023
Bose, Christine E. 6-231
Boskin, Michael J. 4-036, 6-214
Bower, Leonard 2-072
Bowles, Samuel S. 4-005
Brainard, William C. 6-199
Braucht, G. N. 3-073
Brecher, Charles 1-011D, 4-002O
Brechling, Frank 6-248
Breinich, Susan C. 4-023C
Brewer, Norma B. 2-031
Brier, Stephen 6-097
Briggs, Vernon M., Jr. 2-046
Broberg, Merle 6-184
Bronfman, Lois Ann Martin 6-102
Broughton, Frank 2-108
Brown, Robert J. 1-046
Brown, Thomas D. 2-018
Brown, Zenia H. 4-039
Browning, Harley L. 4-001
Budde, Norbert W. 6-056
Buechner, William R. 6-189
Bullock, Donald 2-012
Burleson, Erica 3-027
Burleson, Richard A. 3-027
Burton, Ellen 6-129

C

Cain, Robert W. 4-035
Campbell, John P. 6-141
Carlson, Burton 3-044
Carrol, Nancy K. 2-068
Carter, Barbara N. 6-115
Cassell, Frank H. 3-053
Caylor, John S. 2-057
Cayton, Paul W. 2-031

Cherkasky, Shirley E. 2-110, 2-110A
Chinitz, Benjamin 6-089
Christ, Carl F. 6-143, 6-160
Christian, Virgil, Jr. 4-025
Clague, Ewan 4-031, 5-004
Clark, Mamie P. 2-099
Clarke, John 3-047
Cloward, Richard 2-099
Cobb, Sidney 6-114, 6-209
Cobb, William M. Jr. 6-236
Cobern, Morris 5-007
Cohen, Benjamin J. 6-194
Cohen, Malcolm S. 1-024, 1-027, 6-071, 6-202
Cohn, Jules 4-055
Cole, Stephen 2-091
Coleman, James S. 6-096
Comarow, Murray 1-032
Conant, Eaton H. 6-021
Cook, Philip 1-049A, 1-049E
Corbin, Paul 1-023
Corliss, Paul K. 3-055
Corwin, Ronald D. 6-149
Couturier, Jean 3-029
Cowan, Gloria 2-080
Craft, James A. 3-023
Crawford, Everett 1-001
Cronemeyer, Cora S. 3-087
Crosslin, Robert L. 6-039
Crowder, Norville D. 6-055
Cudaback, Dorothea 6-165
Cukierman, Alex 6-191
Cutolo, Thomas 3-048

D

Dalton, Thomas R. 6-169
Danziger, Sheldon H. 6-113
Darcy, Robert L. 3-020
Darian, Jean C. 6-127
DauffenBach, Robert C., Jr. 6-181
DaVanzo, Julie 5-001
David, Deborah S. 6-044
David, Henry 1-050, 1-052
David, Paul A. 6-091
Davidson, Roger H. 1-067
Davies, Mary 3-068
Davis, Harry E. 4-047
Davis, James A. 2-091
Davis, Joseph M. 4-023A, 4-023B
Davis, Louis E. 4-057
Davis, Otto A. 2-052
Dayton, David 3-034
De Vany, Arthur S. 6-197
Dean, Linda 6-252
Delehanty, George E. 6-232
Derryck, Dennis A. 2-010
deValera, E. K. 2-031
DeWees, Daniel 1-022
Diamond, Daniel E. 2-070
Dickinson, Paul T. 6-085
Dinney, Michael 6-086
DiNunzio, Michael A. 2-016
Dixon, Vernon J. 6-066
Doctors, Samuel I. 3-053
Doeringer, Peter B. 1-041, 4-028, 6-147, 6-152
Dorkin, Murray 3-086
Dorosin, Harriette 5-004
Dreesen, Erwin A. J. 6-090
Drotning, John E. 3-013
Drury, Thomas F. 1-044
Dunlop, John T. 1-018, 4-022
Dutka, Anna B. 1-011B

E

Eckman, Bruce K. 2-108
Edelstein, Robert H. 4-046
Edwards, Richard C. 4-005
Egge, Karl A. 4-023A, 4-023C
Eggertsson, Thrainn 6-076
Ehrenberg, Ronald G. 6-073, 6-220
Eickwork, Kathleen R. 2-094
Ellard, Charles J. 6-121
Elorduy, Mike R. 3-063, 3-064
Elton, Eunice 3-043
Engleman, Stephen R. 6-074
Enos, Darryl D. 2-119
Enright, William J. 3-016
Erfurt, John C. 1-040
Ericksen, Julia A. 6-128
Erwin, Frank W. 3-076
Esser, Barbara F. 5-010
Etzioni, Amitai 4-060

F

Fackler, James S. 3-007, 3-008
Faulk, Diane Rochelle Chappelle 4-023B
Faunce, William A. 6-245
Featherman, David B. 6-070
Feifer, Irwin 2-108
Feldman, Harold 2-066
Feldman, James L. 1-007
Feldman, Margaret 2-066
Feldstein, Donald Lee 6-204
Feldstein, Martin S. 6-107
Felton, Marianne V. 3-008
Ferman, Louis A. 1-040, 2-087, 2-089, 6-043, 6-146, 6-171
Fernandez, John P. 4-004
Fiks, Alfred 3-075
Finch, Wilbur A. 6-081
Fink, Leon R. 6-112
Fisher, Alan A. 6-156
Flanagan, Robert J. 4-023E, 6-233
Fleisher, Belton M. 4-023A, 6-218, 6-219
Florer, John H. 6-145
Folk, Hugh 6-030, 6-181, 6-208
Foltman, Felician F. 2-013, 6-095
Fornoff, Frank 3-061
Foster, Howard G. 6-217
Fottler, Myron David 3-013
Fox, Andrew 2-109
Fox, Warren H. 2-016
Frank, Robert H. 1-049C, 1-049E
Franke, Walter 1-055
Franklin, David S. 2-076, 2-085
Franklin, Jack L. 6-167
Franklin, William S. 2-006, 3-054
Frazier, Samuel K. 2-025
Freeberg, Norman E. 3-071
Freeman, Evelyn S. 4-058
Freiman, Marc P. 6-060
Freund, Joann 1-060
Friedlaender, Ann F. 6-092, 6-124
Friedlander, Stanley L. 4-034
Friedman, Lucy N. 3-032
Frost, Olivia P. 6-087
Fusfeld, Daniel R. 6-192
Futransky, David 3-067

G

Garcia, Fred A. 3-002
Garlock, Jonathan E. 6-157
Garvin, Charles D. 2-061
Gayer, Gordon 3-027
Gerner, Jennifer 2-096
Gery, Frank W. 6-254
Gibbons, Christina 3-027
Giblin, Edward J. 1-048
Gill, Flora Davidov 6-091
Gilpatrick, Eleanor G. 3-055
Ginsberg, Donald 2-114
Ginzberg, Eli 1-011, 1-066, 4-002
Glaser, Edward M. 1-068, 1-068B, 2-122
Glazer, Nathan 6-047
Glenn, Lowell M. 6-159
Glickman, Albert S. 4-039
Glover, Robert W. 2-006
Gold, Martin 6-210
Goldenberg, I. Ira 2-001, 2-002
Goldfarb, Robert S. 6-109
Goldstein, Harold M. 3-057
Gomberg, William 4-046
Gonzales, Joseph P. 2-118
Goodale, James G. 6-042
Goodman, Paul S. 6-051
Goodwin, Leonard H. 2-082
Gordon, David M. 4-005
Gordon, Jesse E. 1-004, 1-040, 3-077
Gordon, Nancy M. 6-238, 6-253
Gordon, Robert A. 1-049, 6-088
Gore, Susan 6-114
Gorelick, Sherry 6-110
Gorham, William A. 1-042
Gottlieb, David 4-061
Graham, Gary S. 2-111, 3-016
Granick, Leonard P. R. 2-108, 3-011, 3-051
Grasso, John T. 4-023C
Greaux, Robert B. 3-051
Green, Ernest 2-048
Greene, Robert 1-053
Greenwald, Howard P. 6-077
Greer, Joseph F., Jr. 6-205
Gregory, Paul R. 6-249
Grossman, Herschel 6-067
Groves, Robert M. 6-118
Gulion, Christiana 3-055
Gutman, Herbert G. 6-112, 6-157, 6-190
Gutteridge, Thomas G. 6-005, 6-046, 6-221

H

Hackman, J. Richard 4-056
Haffner, Alden N. 4-024
Hall, Robert E. 4-023E, 6-129, 6-225
Hallman, Howard W. 1-001
Hamermesh, Daniel S. 4-011, 6-240
Hammond, Reese 2-007
Hans, Merwin 2-088
Hansen, Gary B. 4-045
Hansen, Niles M. 5-012
Hansen, Richard A. 4-060
Hansen, W. Lee 6-060
Hardman, William E. 2-005
Hargrove, Ann Hughes 2-075
Harrison, Bennett 4-015
Harrison, Don K. 3-077, 6-172
Hart, L. A. 2-031
Hartmann, George Bruce 6-035
Hauck, R. William 1-037
Hausman, Leonard J. 2-090, 6-014
Havelock, Ronald G. 1-060
Havens, Elizabeth M. 6-257
Hawkins, Donald E. 3-025
Hawkins, Lawrence W. 1-048
Heath, Pamela J. 6-034
Heckman, James J. 6-041, 6-083
Heidt, Sarajane 3-010
Helburn, Isadore B. 6-133
Helfand, Abe 2-108
Hellervik, Lowell W. 2-029
Helms, S. T. 4-023E
Henry, William F. 2-064, 2-115
Herdman, Robert 3-027
Herrick, Bruce 6-174
Herrnstadt, Irwin L. 2-014, 3-021
Herzog, Eric L. 6-207
Hewett, Walter, III 1-039
Hiestand, Dale L. 4-002D
Hills, Stephen M. 6-196
Hirshleifer, Jack 6-125
Hitchcock, John T. 6-201
Hobbs, William E. 1-039
Hoffman, Emily P. 6-073
Hoinkes, Renate 3-027
Hokenson, Earl 2-072
Holland, J. L. 4-023E
Hollander, Edward D. 2-055
Holly, J. Fred 6-120
Holmer, Martin R. 6-154
Holt, Charles C. 4-004
Honig, Marjorie Hanson 6-106
Hoover, Dale 4-033
Hopkins, Arnold 2-030
Hopkins, Robert E. 6-059
Hopkins, Terence K. 6-185
Hopp, Michael A. 6-141
Hopps, June 6-183
Horowitz, Morris A. 1-005, 2-014, 3-021, 3-057
Hotchkin, Gary L. 3-050
Howard, Doris O. 2-022
Howell, James Carlton 6-053
Hubbard, Rachel M. 6-061
Hubbard, Robert Lyman 6-098
Huber, George P. 1-028
Hubner, Walter F. 6-111
Huff, H. Pope 3-084
Huff, Stanley W. 6-099
Huffman, Walter E. 6-215
Hunt, H. Allan 6-164
Hunt, James 2-039
Hurd, Michael D. 6-048
Hurwitz, Susan 3-081
Hyman, Herbert 6-239

J

Jackson, Lee E. 3-051
Jackson, Mattie P. 2-093
Jacobs, Frederic 2-103
Jencks, Christopher S. 6-063
Jenkins, W. O. 2-031
Johansson, Margit A. 6-068
Johmann, Nancy 1-019
Johnson, Dallas 3-061
Johnson, Deborah 2-127
Johnson, Douglas W. 1-036
Johnson, Miriam 1-012, 1-017
Johnson, Thomas 6-022
Johnson, William Clint 6-104
Johnston, Jerome 4-059
Jones, Barbara 4-023E
Jones, Barclay G. 6-203

Jones, Ethel B. 6-230
Jones, Jane Gaudette 6-045
Jones, Warren W 2-016
Jones, Wyatt C. 6-183
Jordan, Charles R 3-042
Jorrin, Valerie 1-030
Joseph, Myron L. 4-042, 4-048
Josman, Karyl F 2-105
Jucius, Catherine V 6-201
Judy, Jerry N. 6-150
Jusenius, Carol L. 4-023

K

Kafoglis, Milton Z. 6-169
Kahn, Marvin H. 6-186
Kalachek, Edward D. 5-015, 6-056, 6-116, 6-140, 6-186
Kalcic, Dismas B. 6-116
Kamath, D. R. 4-057
Karlin, Jack 3-045
Kassel, Myrna Bordelon 1-038
Kasten, Richard A. 4-023E
Kat (Katan), Joseph 6-198
Katzell, Raymond A. 6-040
Kauffman, Richard V. 3-020
Keil, E. C. 3-073
Kelcher, Robert E. 3-008
Kelley, S. C. 6-020
Kern, Richard P. 2-057
Kesselman, Jonathan R. 6-101
Kim, Charles C. 4-030
Kim, Sookon 4-023D
King, Jonathan 6-174
Kirsch, Arthur W. 3-069
Klausner, Samuel Z. 2-077, 2-091, 4-046
Klein, Lawrence R. 1-058
Kleiner, Morris M. 6-030
Knutson, Marlys A. 4-023E
Kohen, Andrew I. 4-023, 4-023A, 4-023B, 4-023C
Kohler, Mary Conway 2-102
Konijn, Peter 6-072
Koziara, Edward C. 3-026
Koziara, Karen S. 3-026
Kraft, David 2-003
Krauskopf, Jack 3-038
Kreps, Juanita M. 1-067
Kriesberg, Harriet M. 2-055
Kruger, Daniel H. 5-010
Kushin, Frank 6-177
Kutscher, Ronald E. 5-006

L

Labdik, Robert 3-001
Landmark, Richard M. 3-062
Landy, J. 4-057
Laner, Stephen 1-025
Langdale, John Andrew 6-040
Langton, Kenneth P. 6-086
Lapham, Victoria 4-023E
Laska, Shirley B. 6-166
Laslett, John 6-097
Latham, Michael C. 2-094
Lauffer, A. 2-089
Lawler, Edward E., III 4-044, 4-054
Lawrence, Frederick T. 3-027
Lawson, R. B. 3-027
Lecht, Leonard A. 4-020, 5-007, 5-017
Leeman, Cavin P. 3-081
Leiberg, Leon 2-032
Leigh, Duane E. 6-211
Lejeune, Robert 2-091
Lenihan, Kenneth J. 2-036, 6-226
Leone, Richard D. 3-026, 4-019
Leontief, Wassily 6-054
Lesh, Seymour 3-049
Letofsky, Alan 3-001
Levine, Louis L. 1-021, 1-026, 1-048
Levine, M. 4-057
Levitan, Sar A. 1-067, 2-091
Levitin, Teresa E. 6-175
Levy, Frank S. 1-049D, 2-073, 6-084
Levy, Girard W. 2-038
Lewis, Graham A. 2-063
Lichtenstein, Jules H. 6-203
Liebhafsky, E. E. 6-004, 6-018
Liftik, Joseph 3-081
Lightman, Ernie S. 6-079
Linehan, Jean D. 3-061
Lingwood, David A. 1-060
Lipsky, David B. 3-013
Lobes, Carol 4-041
Loewenberg, J. Joseph 3-026
Lorber, Fred 2-108
Lowry, Darryl W. 6-170
Lucas, Robert E. B. 6-206

M

Mabry, John H. 3-027
Macek, Albert J. 2-058
Macisco, John J., Jr 2-042
MacRae, C. Duncan 4-004, 5-014
Madden, Janice F. 6-080
Madian, Alan L. 1-045, 5-003
Madsen, Robert M. 2-056
Magnusson, Margaret L. 2-110, 2-110A, 2-117
Maisel, Richard 6-049
Maklan, David M. 6-043
Malhotra, Suresh 6-123
Mandell, Wallace 2-004
Manela, Roger 1-040
Mangum, Garth L. 1-008, 6-012, 6-023, 6-159, 6-213
Mapp, Patricia 2-015
Marcus, Phillip M. 2-086
Markowitz, Edward A. 1-015, 1-018
Marks, Samuel 3-047
Marquis, Kent H. 6-229
Marsh, Thomas W. 1-038
Marshall, F. Ray 2-006, 2-045, 2-046, 2-049, 3-079, 4-026, 4-027, 5-005
Marston, Stephan T. 6-071
Maslow, Albert P. 1-042
Mason, Karen Oppenheimer 4-023E
Masters, Kenneth W. 1-026
Mather, Loys L. 1-013
Matland, Marc A. 5-017
Mattson, Robert E. 3-027
May, W. Theodore 2-109
Mayall, Donald 1-025
Mayfield, Robert C. 6-162
McArthur, John H. 3-017
McArthur, Virginia A. 2-037
McCalley, Hazel S. 1-039
McCarthy, James E. 6-194
McConnell, Campbell R. 6-161
McCullough, Margaret R. 4-053
McDaniel, J. W. 2-104, 2-112
McElroy, Kathleen 6-132
McGrath, William T. 3-059
McHugh, Paul 2-108
McKee, John M. 2-031

McKinley, Bruce 1-010
McLennan, Kenneth 4-006
McLeod, Ann L. 3-069
McPartland, J. M. 4-023E
McPartland, Thomas S. 6-205
Mednick, Martha T. 6-235
Medoff, James 6-054
Mellow, Wesley S. 6-140
Mendelsohn, Robert A. 6-241
Mendes, Richard H. P. 6-185
Menzel, Roslyn 1-063
Mericle, Ken 1-015
Mestre, Henry M. 3-040
Meyer, Jack A. 4-023, 4-023A, 4-023C, 4-023D
Meyer, Judy 3-022
Milan, Michael A. 2-031
Miles, Guy H. 2-058, 2-064, 2-107, 2-115, 2-116
Miljus, Robert C. 4-023A, 4-023C
Miller, Ann R. 4-008, 4-017, 6-128
Miller, C. D. 3-073
Miller, David A. 1-047
Miller, Dean 3-073
Miller, Edward P. 3-020
Miller, Glenn W. 6-237
Miller, Herbert S. 2-027, 2-034
Miller, Herman P. 4-009, 4-023E
Miller, J. Gormly 6-216
Miller, Joe A. 2-087
Miller, John J. 6-013, 6-025
Miller, Paul B. 2-050
Miller, S. M. 6-001
Mills, D. Quinn 1-015, 1-018, 4-022
Mincer, Jacob 4-023E, 6-037, 6-193
Mink, G. 2-089
Mintz, Warren 6-168
Miskimins, R. W. 3-073
Moffitt, Robert Allen 6-089
Moore, William J. 6-121
Moorhouse, William F. 6-007
Morgenstern, Richard D. 6-256
Morse, Dean W. 1-011B
Morse, John Robertson 6-149
Morse, Richard L. D. 2-021
Morton, Thomas E. 6-238, 6-253
Moser, Collette Helen 2-127
Moses, David 1-069
Moss, William G. 6-084
Mott, Frank L. 6-126
Munger, Paul F. 1-036
Munger, Sally J. 2-121
Munn, Norton R. 2-005
Murta, Joseph 1-023
Murton, Thomas O. 2-035
Musty, R. E. 3-027
Myers, Charles A. 1-005, 1-020, 1-067, 6-138

N

Nadworny, Milton J. 3-027
Nafizer, D. H. 4-023E
Nam, Charles B. 6-117
Nathanson, Stanley 3-072
Neiswender, Lenore 2-108
Nestel, Gilbert 4-023, 4-023A
Neto, James M. 1-029
Netting, Nancy S. 6-047
Nicholson, Edward A. 4-023A, 4-023B
Nikkel, Dave 4-032
Nishimizu, Mieko 6-143
Nixon, Russell A. 6-177
Noble, David F. 6-190
Nordhaus, William D. 6-027
Nordlund, Willis J. 6-023
North, David S. 4-007, 4-018, 4-021
Northrup, Herbert R. 1-062, 3-052, 3-058
Nye, Charles 2-015

O

O'Brien, Gregory 2-060
O'Hair, James P. 6-026
Odita, Florence C. V. 4-023E
Oetting, Eugene R. 3-073
Olneck, Michael R. 6-063
Olsen, John B. 3-041
Oriel, Arthur E. 2-009
Ornati, Oscar 3-047C
Orr, Bernard 3-078
Orth, Charles D., III 2-103
Osborn, William C. 2-065
Osgediz, Selcuk 1-009
Otlewski, Robert E. 6-075
Otto, Luther B. 6-070

P

Palli, Balraj 5-004
Paolillo, Ralph A., Jr. 2-106
Parker, Ann 2-028
Parker, Carl Dean 6-064
Parker, William 2-032
Parks, Richard W. 6-123
Parnes, Herbert S. 4-023, 4-023A, 4-023C
Parsons, Donald O. 4-023A, 4-023E, 6-219
Parsons, E. 4-023E
Parsons, Talcott 6-134
Parvine, Margaret 3-080
Parvis, Richard 2-068
Patricelli, Robert 3-036
Pedro, David 4-041
Peirce, William S. 6-132
Peitzman, Sam 6-139
Pennington, Betty Chapman 2-031
Perrella, Vera C. 4-016
Petersen, Gene B. 1-044, 2-124, 3-003
Pezzullo, Caroline 3-047B
Pinkerton, James R. 4-029
Piore, Michael J. 6-154
Polachek, Simon 4-023E
Polachek, Solomon William 4-023E
Porter, Richard D. 4-023A, 6-219
Potter, Geoffrey 2-017
Prodell, Jeanne Whitman 6-061
Proffitt, John 5-008
Pruger, Robert 6-081
Prywes, Ruth W. 6-184
Pudney, Betty 2-108
Pursell, Donald E. 6-003, 6-017

Q

Quinn, Robert P. 4-053, 6-209

R

Raines, Frederic Q. 6-085
Ramirez, Bonnie 1-060
Ramirez, Carol Anderson 3-022
Ratner, Jonathan R. 6-027
Ratner, Ronnie Steinberg 6-049
Rea, Samuel A., Jr. 6-187
Reder, Melvin W. 6-243
Rees, Albert 6-041
Reich, Michael 4-005
Reid, Joseph M. 2-064, 2-107
Reid, William J. 2-062
Reilly, Richard R. 3-071
Rein, Martin 2-091
Reinish, Harold 2-108
Reischauer, Robert D. 6-105
Reitz, Jeffrey G. 6-050
Renshaw, E. F. 6-035
Resnick, Jane 1-002
Reuter, Peter 6-137
Richards, John A. 2-056
Richardson, Ann 2-069
Ridgeley, Quentin B. 4-002N
Risher, Howard Wesley, Jr. 6-103
Rittenhoure, R. Lynn 4-027
Robinson, Howard F. 6-006, 6-019
Rocket, John F. 6-207
Roderick, Roger D. 4-023A, 4-023B, 4-023D, 6-151
Rodriguez, Emily 2-108
Roe, Duphne A. 2-094
Roen, Sheldon R. 2-091
Roessner, J. David 2-092A
Rogers, David J. 1-063, 3-083
Rogoff, Barbara M. 2-116
Roomkin, Myron 2-008, 4-051
Rosen, Harvey S. 6-107
Rosen, Sumner M. 3-065
Rosenberg, Harry Michael 4-023D
Rosenberg, Samuel 6-069
Rosenfeld, Michael 1-042
Rosenfeld, Ralph 3-035
Rosenquist, Barbara Ann 6-100
Rosenthal, Neal H. 4-050
Ross, David R. 2-046
Ross, Harvey 1-068, 2-122
Ross, Sue Goetz 6-193
Rossi, Peter H. 6-231
Roth, Dennis M. 6-088
Rothbaum, Melvin 1-055
Rothenberg, Jerome 6-113
Roussell, Frances Cecile 6-052
Routhier, Thornton 3-085
Rovner-Pieczenik, Roberta 2-026
Rowan, Richard L. 3-052, 5-011
Rubin, Lester 5-011
Ruffing, Lorraine Turner 6-029
Rungeling, Brian 4-027, 6-003, 6-017
Rush, Carl H., Jr. 6-010
Rush, Frank 3-082
Russell, Wendell 3-068
Rution, Joseph A. 3-027
Rutstein, Jacob J. 3-024

S

Sabatacakis, Petros K. 6-058
Salipante, Paul F., Jr. 6-051
Sanburn, Donald D. 2-125
Sanchez, Leveo 3-002
Sandell, Steven H. 4-023
Sanford, W. Lee 2-031
Saunders, David N. 4-023E, 6-122
Savage, Charles M. 6-153
Scalone, John 3-063, 3-064
Scanlon, William J. 4-004
Schappi, John V. 2-084
Schenkman, Jerome G. 2-108
Schevitz, Jeffrey M. 6-173
Schick, Richard 3-024
Schiller, Bradley R. 1-056, 2-071, 2-074, 4-043
Schmidt, Ronald M. 4-023A, 4-023C
Schneider, Emily M. 2-108
Schneider, William J. 2-115, 2-116
Schramm, Carl 2-004
Schreiner, Dean F. 4-023E
Schulz, Barbara S. 4-023E
Schuman, Howard 6-115, 6-136
Schwartz, Paul L. 2-109
Schweitzer, Stuart O. 4-004
Scowcroft, Mary J. 2-083
Searle, D. 3-073
Seashore, Stanley E. 4-053, 6-236
Seay, Donna 3-014
Seidenstat, Paul 4-006
Seidman, Lawrence S. 1-049B, 6-062
Seldin, Joel R. 2-108
Seltzer, George 4-040
Sexton, Virginia Staudt 2-105
Shapiro, Theresa R. 2-044, 4-058
Sharek, Carl 2-126
Sharp, Laure M. 1-044, 2-092
Shea, John R. 4-023, 4-023B, 4-023C, 4-023D
Shearer, John C. 6-008
Sheridan, John E. 6-094
Shiller, Francis E. 3-037
Shimada, Haruo 6-180
Shimberg, Benjamin 5-010
Siegel, Paul M. 6-118
Silver, Allan A. 6-178
Silverstein, Charles 3-083
Simmons, Judith 2-108
Single, Eric W. 6-178
Singleton, Robert 6-125
Siskin, Bernard R. 1-026
Slifman, Lawrence 6-148
Small, Theodore D. 1-031, 3-066
Smith, David G. 1-036
Smith, James P. 6-135
Smith, Joel 6-055
Smith, Leonard 2-017, 3-047A, 3-047B
Smith, Lewis H. 4-027, 6-119
Smith, R. L. 2-033
Smith, Ralph E. 4-004
Smith, Robert R. 2-031
Smith, Robert Stewart 6-031
Smith, Sharon P. 6-200
Smithies, Arthur 6-144
Smyth, David J. 6-251
Snyder, Paula Hudis 6-171
Solomon, Herman S. 3-086
Somers, Gerald G. 1-057, 2-011, 4-051, 6-034, 6-093, 6-158, 6-180, 6-196
Sontag, Marvin 4-060
Sorenson, Gary W. 6-009
Spaeth, William C. 6-124
Speight, John F. 3-084
Spiegel, Hans B. C. 4-049
Spitz, Ruth S. 4-023, 4-023A, 4-023C, 4-023D
Sprengel, Donald P. 2-100
Spritzer, Allan D. 6-195
Staines, Graham L. 4-053
Standing, Thomas E. 6-038
Stanfield, Robert E. 3-027
Stebbins, Michael W. 6-176
Stein, Bruno 6-244
Steinberg, Edward 3-065

Stelluto, George L. 1-045
Stephens, David B. 6-133
Stephenson, Stanley P., Jr. 6-078
Stern, James L. 6-228
Stern, Louis H. 6-247
Stevens, David W. 1-016, 6-039
Stevens, Matthew 2-041
Stevenson, Gelvin L. 6-065
Stevenson, Mary Huff 6-192
Stiglitz, Charlotte K. 6-199
Stockburger, David W. 4-023E
Stolzenberg, Ross M. 6-146
Strange, Walter G. 6-095
Strauch, Patricia A. 1-040
Strodtbeck, Frederick 3-011
Stromsdorfer, Ernst W. 3-007, 3-008, 4-023E
Stuart, Stephen D. 3-012
Sturz, Herbert 3-032
Sugarman, Marged S. 1-029
Sullivan, Ina 1-043
Sullivan, Larry N. 2-016
Sultan, Paul E. 2-119
Sum, Andrew M. 6-138
Sung, Betty Lee 4-014
Suter, Larry E. 4-013, 4-023E
Swack, S. D. 2-033
Swanson, Richard M. 2-040
Swanson, Steven M. 2-014

T

Tabbush, Victor 6-139
Tachibanaki, Toshiaki 6-160
Taggart, Robert, III 1-067, 6-131, 6-250
Tangri, Sandra S. 6-222
Taussig, Michael K. 6-200
Taylor, James C. 4-057
Taylor, Thomas C. 2-093
Tell, Hanan 5-003
Temme, Lloyd V. 6-096
TenPas, Cilla 3-088
Terry, Geraldine B. 6-117
Thal-Larsen, Margaret 1-025
Thomas, Leathia 2-097
Thompson, David L. 2-058, 2-107
Thompson, Paul H. 2-019
Thornell, Carolyn Atkinson 3-010
Thurow, Lester C. 4-052
Till, Thomas 4-027
Tjersland, Tore 4-037
Tobias, Richard 2-108
Tobin, James 6-137
Toikka, Richard S. 4-004, 6-188
Tolles, N. Arnold 6-130
Tomey, E. Allan 2-100
Travis, Sophia C. 4-003
Treiman, Donald J. 4-023E
Trout, Grafton D. 6-150
Tucker, Robert 3-039
Tuma, Nancy Brandon 6-179
Turkington, Keith 3-022

U

Ullman, Joseph C. 1-028, 1-034, 6-221
Ulman, Lloyd 1-049, 6-036, 6-062, 6-069, 6-156, 6-163, 6-164
Uslan, S. Stephen 2-033, 2-118

V

Vachon, Nancy Cargill 3-027
Valecha, Gopal K. 4-023
Vales, Pedro 2-042
Van Adams, Arvil 2-046, 4-023
Van Erden, James D. 6-033
Vanneman, Reeve 6-242
Vanski, Jean E. 4-004
Ventre, Francis 2-016
Verdon, Walter A. 6-161
Veroff, Joseph 6-098
Vetter, Louise 4-023E
Vogel, Anita S. 3-049, 3-060
Vosburgh, William W. 6-122

W

Wachter, Michael L. 6-059
Wade, Lyndon 3-033
Walker, Gary 3-031
Walker, James L. 4-027
Wallace, Robert B. 6-142
Walsh, Edward J. 6-136
Walsh, John 1-017
Walther, Regis H. 2-110, 2-110A, 2-117, 3-006, 3-019
Watkins, Ted 2-101
Webb, W. E. 3-073
Weidenbaum, Murray 6-056
Weinstein, Robert 4-027
Weissert, William G. 4-018, 4-037
Weisskoff, Richard 6-223
Welch, Finis 6-057
Wendel, George D. 2-100, 2-113
Wheaton, William L. C. 2-016
White, John M. 3-027
White, William D. 6-147
Wilber, George 2-051
Wilensky, Harold L. 6-077, 6-173
Wilkens, Roger A. 4-023C
Wilkinson, Maurice 6-058
Willauer, Edward T., Jr. 6-208
Williams, J. Earl 6-002
Wilson, Michael 1-064
Wilson, Thurlow R. 2-054, 2-056
Wiseman, Michael 1-049D
Withers, Glen A. 6-144
Witherspoon, A. D. 2-031
Wittman, John 6-104
Woglom, Geoffry Richard Hyland 6-109
Wolfe, Alvin W. 6-252
Wolpin, Kenneth 6-057
Wolven, Virginia M. 1-019
Wong, Harold H. 6-163
Wood, Larry F. 2-031
Wool, Harold 4-020

Y

Yavitz, Boris 1-011B
Yeager, James H., Jr. 6-197
Yohalem, Alice 4-002N
Youmans, Rita L. 2-081

Z

Zeller, Frederick A. 4-023B, 4-023C, 4-023D
Zellner, Harriet 6-037
Zimmerman, David R. 6-158

D.—INDEX OF RESEARCH SUBJECTS

(1. Index headings printed in capitals (e.g. ABSENTEEISM) are those terms used as project and report descriptors in chapters 1–6. 2. The first digit of each reference number refers to the chapter number; the digits following the dash refer to the numerical order of the project within the chapter; and a letter following the number refers to a project subdivision. 3. Projects are indexed under geographic terms whenever their location is a meaningful factor—that is, when they were conducted in that locality or use data concerning the area. The terms do not refer to the location of the contractor or grantee.)

A

- ABSENTEEISM—See also JOB SATISFACTION
  - Effects of a Human Resource Center 4-037
  - Employee Participation in Job Structuring 4-044
  - Employer Sponsored Child Day Care 2-093
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Summer/In-School NYC Vocational Exploration 2-118
  - White-Collar Work 6-255
- Addicts—See DRUG USERS
- ADJUSTMENT—See also DISADVANTAGED
  - Adjusting to Employment Termination 6-209
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-027
  - Blue-Collar 4-Day Workweek 6-043
  - Bureaucratic Predisposition and Job Requirements 4-060
  - Changing Schedules of Work 4-039
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Job Improvement Service Demonstration Project 3-081
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Second Career Patterns of Military Retirees 6-246
  - Social-Psychological Impact of Worklife Instability 6-173
- ADMINISTRATION OF LAWS—See name of government agency or subject covered.
- Adolescents—See YOUTH
- Adult Education—See BASIC EDUCATION
- ADVANCED HIGH INTENSITY TRAINING—See also HIGH INTENSITY TRAINING
  - Advanced High Intensity Training 3-048
  - Upgrading in Cleveland 3-066
- ADVANTAGED WORKERS
  - Successful Career Women 4-002Q
- AEROSPACE INDUSTRY
  - American Engineers' Perception of Technology 6-190
  - Engineers, Unemployed, Job Search Workshops 2-017
  - Engineers' Reemployment Assistance 2-016
  - Unemployment of Aerospace Engineers 2-018
- AFDC—See AID TO FAMILIES WITH DEPENDENT CHILDREN
- AFFIRMATIVE ACTION PLANS—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Study of the Pittsburgh Plan 2-052
  - Successful Career Women 4-002Q
- AGE DIFFERENCES
  - Determinants of Occupational Upgrading 6-211
  - Economic Analysis of the Job Corps 6-074
  - Emergence of a Service Society 4-001
  - Employment Expansion in a Suburban Labor Market 4-002M
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Occupational Choice of the Blind 6-239
  - Spanish Americans in the Labor Market 2-051
  - Work and Income in Urban Poverty Areas 4-029
- AGE DISCRIMINATION IN EMPLOYMENT ACT—See also AGING; MATURE WORKERS; OLDER WORKERS; DISCRIMINATION
  - Private Pensions and Involuntary Retirement 4-047
- AGING—See also OLDER WORKERS; RETIREMENT; AGE DISCRIMINATION IN EMPLOYMENT ACT
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
- AGRICULTURAL COMMUNITIES
  - Population Decrease and Employment in Agricultural Communities 6-162
  - Upgrading in Agriculture 3-046
- AGRICULTURAL ECONOMISTS
  - Agricultural Economists' Computerized Job Matching 1-013
- Agricultural Workers—See FARM WORKERS
- AHIT—See ADVANCED HIGH INTENSITY TRAINING
- AID TO FAMILIES WITH DEPENDENT CHILDREN—See also WORK INCENTIVE PROGRAM (WIN)
  - Legal Analysis of WIN Requirements 2-075
  - Potential of Wage Subsidies 3-030
  - Study of Female Family Heads 6-106
  - Supported Employment Planning in Atlanta 3-033
  - Supported Employment Planning in Boston 3-034
  - Supported Employment Planning in Detroit 3-035
  - Supported Employment Planning in Hartford 3-036
  - Supported Employment Planning in Jersey City 3-037
  - Supported Employment Planning in New Orleans 3-039
  - Supported Employment Planning in Newark 3-038
  - Supported Employment Planning in Oakland 3-040
  - Supported Employment Planning in Ohio 3-041
  - Supported Employment Planning in Portland 3-042
  - Supported Employment Planning in San Francisco 3-043
  - Supported Employment Planning in Utah 3-044
  - Work and Welfare Patterns of Low-Income Families 2-090
- Air Force—See ARMED FORCES
- ALABAMA
  - Manpower Institutional Grant (1974): Memphis State University 6-003
- ALABAMA, TUSKEGEE
  - Labor Relocation Assistance: Tuskegee Institute 6-132
- ALASKA
  - Manpower Institutional Grant (1974): Oregon State University 6-009
- ALASKA, FAIRBANKS
  - Model Urban Indian Centers 2-043
- ALCOHOLICS—(Projects dealing principally with this subject appear in Chapter 2A.)
  - Pioneer Messenger Service 3-031
  - Retaining Problem Drinkers on the Job 2-004
  - Supported Employment in the Public Sector 3-032
- ALIENATION—See also WORK ATTITUDES; ATTITUDES
  - Early Career Alienation and Socioeconomic Attainment 6-070
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Measurement of Alienation Through Behavioral Rating Scales 6-141
  - Reducing the Hard Core Unemployed's Alienation 6-100
  - Services for Workers at the Workplace 4-046

- ALIENS—See also IMMIGRANTS; LABOR CERTIFICATION PROGRAM
  - Immigrants and the American Labor Market 4-018
  - Study of Alien Labor Certification Program 4-007
- Allowances For Training—See TRAINING ALLOWANCES
- Alumni—See COLLEGE GRADUATES
- American Indians—See INDIANS
- AMERICAN SAMOA
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
- AOP—See APPRENTICESHIP OUTREACH PROGRAMS
- APPAREL INDUSTRY
  - Upgrading Blue-Collar and Service Workers 4-002O
- Applicants—See JOB APPLICANTS
- Apprentice Dropouts—See APPRENTICESHIP RETENTION
- APPRENTICESHIP—(Projects dealing principally with this subject appear in Chapter 2B.)
  - Adolescent Boys in the Inner City 6-210
  - Affirmative Action Plans in Construction 5-011
  - American Reactions to Foreign Apprenticeship Practices 2-008
  - Case Study of Employer Training 4-051
  - Conference on Apprenticeship 2-013
  - Dual Enrollment Training for Operating Engineers 2-007
  - Innovations in Apprenticeship 2-011
  - Intrafirm Mobility Among Apprentice-Trained Craftsmen 6-120
  - OJT for Precision Machinist Apprentices 2-005
  - Performance Based Apprentice Training 2-009
  - Pilot Study of the Apprenticeship System 2-012
  - Proficiency Test for Technical Occupations 2-009A
  - Related Instruction in Apprenticeship 2-014
  - Training and Entry into Union Construction 2-006
  - Women in Wisconsin Apprenticeship 2-015
- APPRENTICESHIP OUTREACH PROGRAMS
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Retention and Apprenticeship Outreach Programs 2-010
  - Southern Black Construction Craftsmen 2-044
  - Training and Entry into Union Construction 2-006
- APPRENTICESHIP RETENTION
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Retention and Apprenticeship Outreach Programs 2-010
  - Women in Wisconsin Apprenticeship 2-015
- Aptitude Tests—See TESTING
- ARBITRATION
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Work and Values 4-002I
- AREA PLANNING
  - Decisionmaking Matrix and Resource Allocation Model 1-002
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Manpower Institutional Grant (1970): West Virginia University 6-025
- ARIZONA
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
- ARKANSAS
  - Manpower Institutional Grant (1974): University of Houston 6-002
  - Mississippi STAR Labor Mobility Project 3-084
- ARMED FORCES
  - Desegregation and Career Goals 4-002N
  - Economics of Canadian Military Manpower Supply 6-079
  - Effects of Military Experience 5-002
  - Military Labor Markets 6-144
  - Second Career Patterns of Military Retirees 6-246
- ASPIRATIONS—See also EDUCATIONAL ASPIRATIONS; CAREER CHOICE
  - Career Goals of Black College Women 6-235
  - Future Orientation and Expectations as Success Predictors 6-098
  - Job Training, Personality, and Labor Market Conditions 6-229
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Quality of Work Bibliography 4-057
- Assessment—See ASSESSMENT AND EVALUATION
- ASSESSMENT AND EVALUATION—See also particular aspects of this subject.
  - Assessment Measures for Youth Enrollees 3-071
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Decisionmaking Matrix and Resource Allocation Model 1-002
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Effectiveness of JET on Trainees 3-013
  - Effects of Enrollment in Manpower Programs 1-057
  - Evaluation of a Computerized Job-Matching System 3-072
  - Evaluation of NAB-JOBS for Disadvantaged 6-093
  - Evaluation of Youth-Tutoring-Youth Model 3-011
  - Experimental Job Trials 3-075
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Introduction of CETA in Eastern Massachusetts 1-005
  - Manpower Institutional Grant (1970): West Virginia University 6-025
  - Model NYC Programs for Rural Youth 2-107
  - Sheltered Workshops and Handicapped Clients Survey 3-045
- ASSESSMENT OF APPLICANTS AND TRAINEES—See also ASSESSMENT AND EVALUATION
  - Assessment Measures for Youth Enrollees 3-071
  - Effects of Enrollment in Manpower Programs 1-057
  - Evaluation of a Computerized Job-Matching System 3-072
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Impact of BOLT on Manpower Agencies 3-002
  - Methods of Assessing the Disadvantaged 3-070
  - Model Assessment and Classification System in Corrections 2-029
  - Predicting Job or Training Tenure 3-076
  - South Carolina's Industry Start-Up Training Program 3-079
  - Systems Approach to Taxonomy of Disadvantagement 3-077
  - Training Impact on Minorities and Women 1-062
  - WIN Health Assessment Project 2-088
- Assessment of Trainees—See ASSESSMENT OF APPLICANTS AND TRAINEES
- Assets—See INCOME
- ASSIMILATION—See also MIGRATION; ADJUSTMENT
  - Economic Assimilation of Mexican Americans in Michigan 6-150
- ASSISTANCE TO EMPLOYERS—See also EMPLOYER SERVICES
  - Attitudes Regarding the Public Employment Service 1-047
- Associate of Science Degree—See UNIVERSITIES AND COLLEGES
- ATTAINMENT—See also CAREER PATTERNS; EDUCATIONAL ATTAINMENT
  - Characteristics of Career and Homemaking Oriented Women 6-241
  - Educational Attainment and Adult Status of Brothers 6-063
  - Work Attitudes and Occupational Experience of Young Men 4-059
- ATTITUDES—See also WORK ATTITUDES; MOTIVATION
  - Assessment Measures for Youth Enrollees 3-071
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Attitudes Regarding the Public Employment Service 1-047
  - Birth Expectations and Work Experience 4-013
  - Characteristics of Career and Homemaking Oriented Women 6-241
  - Comparison of Probation Officers and Volunteers 6-053
  - Counselor Ethnic Match Relevance to Trainee Behavior 6-172
  - Dual Careers 4-023D
  - Economic/Psychological Analysis of Teacher Mobility 6-075
  - EDT: Assessment of Philadelphia's CEP Experience 1-035
  - Effect of Employment on Self-Image 6-082
  - Effectiveness of JET on Trainees 3-013
  - Effects of Enrollment in Manpower Programs 1-057
  - Effects of Technology on Organizational Structure 6-086
  - Engineers and Scientists in California 6-077

  - Evaluation of NAB-JOBS for Disadvantaged 6-093
  - Evaluation of 1972 Summer Intern Program 2-110A
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
  - Four-Day Workweek in Hospitals 6-104
  - Garnishment and Employability Among WIN Families 2-081
  - In-School NYC Enrollees Employed in Action-Research 2-106
  - In-School NYC for Young Girls 2-109
  - Labor Force Mobility of Females 6-034
  - Low-Status Workers 6-136
  - Measurement of Alienation Through Behavioral Rating Scales 6-141
  - Men and Women in Science and Engineering 6-044
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Need Satisfaction in Work and Nonwork 6-111
  - Pilot Manpower Training Advisory Service for Employers 4-045
  - Pre-Retirement Years 4-023A
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Reading Disorders Related to Poverty and Crime 3-018
  - Role Performance and Organizational Commitment 6-167
  - Services for Workers at the Workplace 4-046
  - Social-Psychological Impact of Worklife Instability 6-173
  - Work and Life Style Organization 6-205
  - Work Attitudes and Occupational Experience of Young Men 4-059
  - Work Orientations of WIN Participants 2-082
- AUDIOTAPES
  - Facilitating the Adoption of New Procedures 1-004
  - Staff Training for Basic Education 3-014
  - Vocational Guidance in High School 3-022
- AUTOMATION—See also MECHANIZATION
  - Labor Force Occupations and Technological Change 6-189
  - Technological & Operational Change: Impact on Railroads 6-103
- Automotive Industry—See TRANSPORTATION EQUIPMENT INDUSTRY
- AUTOMOTIVE MECHANICS
  - Manufacturers' Assistance in Customer Manpower Training 6-139
  - New Skill Content Translation into Vocational Education Curricula 3-012
  - Transportation Opportunity Program 2-128
- Average Hourly Earnings—See WAGES

B

- BANKING INDUSTRY
  - White-Collar Work 6-255
- Bargaining—See COLLECTIVE BARGAINING
- BARRIOS—See SPANISH-SPEAKING AMERICANS, PUERTO RICANS
- BASIC EDUCATION
  - Basic Education Services in Manpower Training Programs 3-003
  - Developing a Model for Youth Education 3-006
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Effectiveness of JET on Trainees 3-013
  - Evaluation of NAB-JOBS for Disadvantaged 6-093
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Planning for Human Resource Development 1-053
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Reading Disorders Related to Poverty and Crime 3-018
  - Staff Training for Basic Education 3-014
  - Task Modules for Validation of BOLT 3-005
  - Training for Upgrading During Layoff 3-059
  - Upgrade Training in the Canning Industry 3-063
  - Upgrading in Private Industry 3-051
  - Upgrading the Underemployed in the Paper Industry 3-052
- BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT)
  - Impact of BOLT on Manpower Agencies 3-002
  - Project BOLT 3-015
- BEHAVIOR MODIFICATION—See also CORRECTIONS
  - Effect of Employment on Self-Image 6-082
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Social Reinforcement in a Juvenile Delinquency Project 2-033
- BEHAVIOR SCALES
  - Measurement of Alienation Through Behavioral Rating Scales 6-141
- BIB—See BIOGRAPHICAL INFORMATION BLANK (BIB)
- BIBLIOGRAPHIES
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Rural Manpower Policy Research Group 2-127
  - Services for Workers at the Workplace 4-046
- BIOGRAPHICAL INFORMATION BLANK (BIB)
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Predicting Job or Training Tenure 3-076
- Birth Rate—See FERTILITY
- Bituminous Coal Mining—See MINING
- Black Colleges—See UNIVERSITIES AND COLLEGES
- BLACK COMMUNITIES
  - Ghetto Economic Corporations 6-183
  - Investment Priorities in Urban Black Communities 6-066
  - Manpower Institutional Grant (1970): Brandeis University 6-014
- BLACK LUNG BENEFITS ACT (1972)—See also MINING
  - Coal Miners Under Black Lung Law 5-004
  - Manpower Institutional Grant (1970): Brandeis University 6-014
- Black Owned Business—See MINORITY BUSINESS ENTERPRISE
- BLACK/WHITE—See also RACE, RACIAL DISCRIMINATION
  - Black and Ethnic Employment Patterns and Economic Performance 6-203
  - Black/White Teenage Occupational Employment Determinants 6-065
  - Career Thresholds 4-023C
  - Desegregation and Career Goals 4-002N
  - Discrimination in Training Programs 1-056
  - Dual Careers 4-023D
  - Economic Analysis of the Job Corps 6-074
  - Economic Status of Asians and Blacks in California 6-163
  - Fertility and Labor Participation of Married Women 6-249
  - In-School NYC Influence on Earnings Capacity 6-121
  - Incentives and Obstacles to Hiring of the Disadvantaged 6-110
  - Interregional Labor Force Migration 6-030
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Male Youth Job Search: A Biracial Analysis 6-078
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Needs of Rural Youth in Southeast 2-116
  - Negro Occupational Status and Education 4-025
  - Occupational Choice of the Blind 6-239
  - Pre-Retirement Years 4-023A
  - Problem of Teenage Unemployment 6-156
  - Proficiency Test for Technical Occupations 2-009A
  - Turnover, Unemployment, and the Dual Labor Market 6-233
  - Why Do Blacks and Women Have High Unemployment Rates? 6-256
  - Years for Decision 4-023B
- BLACKS—See also MINORITIES
  - Affirmative Action Plans in Construction 5-011
  - Black Female Unemployment 2-095
  - Black Male Professionals in Industry 4-058
  - Capability of Black Colleges to Meet Community Needs 1-046
  - Career Goals of Black College Women 6-235
  - Day Care—NYC Youth Helper Program 2-102
  - Discrimination in Training Programs 1-056
  - Effectiveness of JET on Trainees 3-013
  - Emigration of Southern Blacks 6-091
  - Employment Expansion in a Suburban Labor Market 4-002M

  Employment Program for Minority Girls 2-099
  Federal Civil Rights Legislation and Occupational Positions of Minorities 6-083
  Geographical Immobility and Low-Income Area Unemployment 6-088
  Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  In-School NYC for Young Girls 2-109
  Investment Priorities in Urban Black Communities 6-066
  Labor Mobility Project (North Carolina) 3-082
  Law and the Development of Citizenship 6-134
  Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  Manpower Institutional Grant (1970): Virginia State College 6-024
  Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  Minority Women in White-Collar Jobs 2-047
  Motivation of the Black Worker 6-236
  National Longitudinal Surveys Clearinghouse 4-023E
  Negro Employment in Southern Construction Industry 2-045
  Negro Employment in the South 2-046
  Negro Occupational Status and Education 4-025
  Occupational Differences in Wage Discrimination Against Black Men 6-146
  Organization Impact of Hiring the Disadvantaged 2-123
  Power Motivation Among Disadvantaged Workers 6-175
  Reducing the Hard Core Unemployed's Alienation 6-100
  Rural Labor Markets 4-027
  Social Inequality and Labor Force Participation 6-174
  Southern Black Construction Craftsmen 2-044
  Training Effects on Negro Occupational Aspirations 6-087
  Upgrading the Underemployed in the Paper Industry 3-052
  Urban Renewal Impact on Black Business 6-035
  Welfare Impact on Black Migration, Marital Stability 6-105
Blind—See HANDICAPPED
BLUE-COLLAR WORKERS
  Blue-Collar 4-Day Workweek 6-043
  Casual Labor in Temporary Help Jobs 4-030
  Enhancement of Worker Mobility and Job Opportunity 3-053
  Evaluation of NAB-JOBS for Disadvantaged 6-093
  Human Resources in the U.S. and Japan 6-180
  Longitudinal Analysis of Occupational Mobility 4-008
  Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  Upgrading Blue-Collar and Service Workers 4-002O
BOLT—See BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT)
BONDING ASSISTANCE
  Prisoner Rehabilitation Through Behavior Modification 2-031
BOOKKEEPING—See also CLERICAL WORK
  New Skill Content Translation into Vocational Education Curricula 3-012
Border Crossers—See ALIENS
Bracero Labor—See FARM WORKERS
British—See GREAT BRITAIN
Building Industry—See CONSTRUCTION INDUSTRY
BUREAUCRACY
  Bureaucratic Competition and Intergovernmental Relations 6-108
  Bureaucratic Predisposition and Job Requirements 4-060
BUSINESS ADMINISTRATION
  Business Administration Students from Minorities 3-017
  Manpower Institutional Grant (1970): University of Oregon 6-021
BUSINESS CYCLE—See also UNEMPLOYMENT
  Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  Relationship Between Regional and Overall Employment 6-248

C

CALIFORNIA
  Economic Status of Asians and Blacks in California 6-163
  Engineers and Scientists in California 6-077
  Manpower Institutional Grant (1974): San Francisco State University 6-011
  Transitional Employment Experimental Model 3-028
  Transportation Opportunity Program 2-128
  Upgrade Training in Canning Industry During Layoff Periods 3-056
  Upgrade Training in Canning—Planning Phase 3-064
  Upgrade Training in the Canning Industry 3-063
CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI)
  Employability Among the Visually Impaired 6-155
CALIFORNIA STATE PERSONNEL BOARD
  Career Opportunities Development Program 4-038
  Transitional Employment Experimental Model 3-028
CALIFORNIA, ALAMEDA COUNTY
  Supported Employment Planning in Oakland 3-040
CALIFORNIA, LOS ANGELES
  Manpower Institutional Grant (1970): UCLA 6-015
  Manpower Utilization in Local Government 4-002L
  Metropolitan Labor Market 4-002K
  Model Urban Indian Centers 2-043
  Streetcorner Shapeup Jobholders 4-010
CALIFORNIA, OAKLAND
  Demand and Supply Considerations of Expanded Public Employment Program 1-049E, 1-049D
  Public Service Employment vs. the Private Sector 1-049C
  Supported Employment Planning in Oakland 3-040
CALIFORNIA, SAN FRANCISCO
  Demand and Supply Considerations of Expanded Public Employment Program 1-049D, 1-049E
  Newspaper Ads and Employment Service Job Orders 1-017A
  Newspaper Advertisements as Labor Market Indicators 1-017
  Planning for Human Resource Development 1-053
  Public Service Employment vs. the Private Sector 1-049C
  Supported Employment Planning in San Francisco 3-043
CALIFORNIA, SAN FRANCISCO BAY AREA
  Housing Discrimination Effect on Negro's Commuting 6-084
  Job Offer Response and Labor Market Conditions 6-243
CALIFORNIA, SAN JOAQUIN VALLEY
  Effects of Technology on Organizational Structure 6-086
CALIFORNIA, SAN JOSE
  Drug Abuse Prevention in Youth Resident Centers 2-003
CALIFORNIA, SANTA BARBARA COUNTY
  Reading Disorders Related to Poverty and Crime 3-018
CALIFORNIA, WATTS
  Camp Saugus Residential Job Center 2-120
  Manpower Institutional Grant (1970): UCLA 6-015
CAMP SAUGUS PROGRAM
  Camp Saugus Residential Job Center 2-120
CAMPS—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
CANADA
  Adjustment to Freer Trade 6-028
  Bridges to Work for Young People 4-002B
  Economics of Canadian Military Manpower Supply 6-079
  Preparation for Work 4-002R
  Youth Labor Market: International Variations 4-002P
CANNING INDUSTRY
  Upgrade Training in Canning Industry During Layoff Periods 3-056
  Upgrade Training in Canning—Planning Phase 3-064
  Upgrade Training in the Canning Industry 3-063
Career Aspirations—See CAREER GOALS
Career Attainments—See CAREER PATTERNS
CAREER CHOICE—See also OCCUPATIONAL CHOICE; COUNSELING AND GUIDANCE
  Career Development 4-009
  Career Information System 1-010
  Career Progression Systems in a Manufacturing Corporation 3-047A
  Career Progression Systems—Food Service Industry 3-047B
  Career Thresholds 4-023C
  College Men's Choice of Science Careers 6-050
  Increasing Minority Women's Employment in Houston 2-048
  Years for Decision 4-023B
Career Development—See UPGRADING
CAREER EXPLORATION—See also VOCATIONAL GUIDANCE
  Manpower Institutional Grant (1970): University of Utah 6-023
  Model Health Care Career Program 2-103

  Operations Research to Monitor VEPS In-School NYC Enrollees 2-113
  Summer/In-School NYC Vocational Exploration 2-118
  VEPS Program for In-School NYC Enrollees 2-100
  Work Experience and Career Exploration Program 3-008
CAREER GOALS—See also MOTIVATION
  Adolescent Social System Impact on Occupational Achievement 6-096
  Bridges to Work for Young People 4-002B
  Career Goals of Black College Women 6-235
  Career Progression Systems 3-047
  Career Thresholds 4-023C
  Desegregation and Career Goals 4-002N
  Increasing Minority Women's Employment in Atlanta 2-049
  Manpower Institutional Grant (1970): Cornell University 6-016
  Manpower Institutional Grant (1970): The Ohio State University 6-020
  Manpower Institutional Grant (1970): West Virginia University 6-025
  Minority Mobility Project 3-047C
  Role Models, Occupational Knowledge: Adolescent Socialization 6-166
  Successful Career Women 4-002Q
  Training Effects on Negro Occupational Aspirations 6-087
  Women's Postgraduate Employment 6-222
  Years for Decision 4-023B
Career Information—See VOCATIONAL GUIDANCE
CAREER INFORMATION SYSTEM
  Career Information System 1-010
Career Ladder—See UPGRADING
Career Mobility—See UPGRADING
CAREER OPPORTUNITIES DEVELOPMENT PROGRAM
  Career Opportunities Development Program 4-038
CAREER PATTERNS—See also UPGRADING
  Career Development 4-009
  Career Patterns of Women Physicians 6-045
  Career Progression Systems 3-047
  Career Thresholds 4-023C
  Characteristics of Career and Homemaking Oriented Women 6-241
  Early Career Alienation and Socioeconomic Attainment 6-070
  Employment of Recent College Graduates 4-016
  Labor Market, Inflation, and Manpower Policy 4-004
  Longitudinal Analysis of Occupational Mobility 4-008
  Manpower Institutional Grant (1970): West Virginia University 6-025
  Manpower Planning in the Steel Industry 4-002D
  Men and Women in Science and Engineering 6-044
  National Longitudinal Surveys Clearinghouse 4-023E
  New Occupations Demonstration Project 3-060
  Pre-Retirement Years 4-023A
  Second Career Patterns of Military Retirees 6-246
  Successful Career Women 4-002Q
  Unemployment and Engineering Careers 2-019
  Upgrading in the Food Service Industry 3-050
  Women and the American Occupational Structure 6-257
  Women's Postgraduate Employment 6-222
  Years for Decision 4-023B
Career Progression Systems—See UPGRADING
CARPENTERS
  New Skill Content Translation into Vocational Education Curricula 3-012
  Southern Black Construction Craftsmen 2-044
CASUAL LABORERS—See also PART-TIME EMPLOYMENT
  Casual Labor in Temporary Help Jobs 4-030
  Streetcorner Shapeup Jobholders 4-010
CATEGORICAL MANPOWER PROGRAMS—See also name of particular program
  Multiproject Demonstration of Manpower Development 1-006
CEC—See COMMUNITY ELITE CORPS
Central City—See INNER CITY RESIDENTS
CEP—See CONCENTRATED EMPLOYMENT PROGRAM
CETA—See COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
CETA PROGRAMS
  Manpower Institutional Grant (1970): West Virginia University 6-025
CETA SERVICES AND PLANNING
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  Manpower Institutional Grant (1974): Boston University 6-001
  Manpower Institutional Grant (1974): Memphis State University 6-003
  Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  Manpower Institutional Grant (1974): Oakland University 6-007
  Manpower Institutional Grant (1974): Oklahoma State University 6-008
  Manpower Institutional Grant (1974): Oregon State University 6-009
  Manpower Institutional Grant (1974): Pan American University 6-010
  Manpower Institutional Grant (1974): San Francisco State University 6-011
  Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
  Manpower Institutional Grant (1974): University of Houston 6-002
  Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
  Manpower Institutional Grant (1974): University of Utah 6-012
  Manpower Institutional Grant (1974): West Virginia University 6-013
CHEF/COOK
  New Skill Content Translation into Vocational Education Curricula 3-012
CHICANOS—See also SPANISH-SPEAKING AMERICANS
  Manpower Institutional Grant (1970): UCLA 6-015
  Manpower Institutional Grant (1970): University of Utah 6-023
  Wage Labor and Urban Chicano Adaptation 6-201
Child Care—See CHILD DAY CARE
CHILD DAY CARE—See also CETA SERVICES AND PLANNING
  Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-049
  Day Care—NYC Youth Helper Program 2-102
  Dual Careers 4-023D
  Effect of Welfare Women's Working on Their Family 2-066
  Employer Sponsored Child Day Care 2-093
  Flexible Work Schedules for Welfare Participants 2-085
  Human Services Manpower Career Center 1-038
  Labor Force Mobility of Females 6-034
  Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  Services for Workers at the Workplace 4-046
  Years for Decision 4-023B
CHILDREN—See also CHILD DAY CARE; FAMILIES
  Effect of Welfare Women's Working on Their Family 2-066
  Employment of Married Women With Children 6-128
CHINESE AMERICANS
  Economic Status of Asians and Blacks in California 6-163
  Employment Characteristics of Chinese Americans 4-014
  Upgrade Training in Canning Industry During Layoff Periods 3-056
  Upgrade Training in the Canning Industry 3-063
CHRONICALLY UNEMPLOYED
  Migration Bias in Labor Force Participation Rates 6-170
  Social-Psychological Impact of Worklife Instability 6-173
  Supported Employment Planning in Atlanta 3-033
  Supported Employment Planning in Boston 3-034
  Supported Employment Planning in Detroit 3-035
  Supported Employment Planning in Hartford 3-036
  Supported Employment Planning in Jersey City 3-037
  Supported Employment Planning in New Orleans 3-039
  Supported Employment Planning in Newark 3-038
  Supported Employment Planning in Oakland 3-040
  Supported Employment Planning in Ohio 3-041
  Supported Employment Planning in Portland 3-042
  Supported Employment Planning in San Francisco 3-043
  Supported Employment Planning in Utah 3-044
CIS—See CAREER INFORMATION SYSTEM
CIVIL RIGHTS ACT (1964)
  Federal Civil Rights Legislation and Occupational Positions of Minorities 6-083

  - Impact of Laws Prohibiting Sex Discrimination 6-102
  - NOW: The Formative Years 6-145
  - Trucking Industry Training 2-125
- Civil Service Examinations—See TESTING
- CIVIL SERVICE SYSTEM—See also GOVERNMENT WORK; FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENT
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Career Opportunities Development Program 4-038
  - Demand and Supply Considerations of Expanded Public Employment Program 1-049D
  - Effect of a Criminal Record on Employment 2-027
  - Employment of Handicapped in State Civil Service 4-041
  - Evaluation of Tutoring for Firefighter Examination 3-010
  - Federal Employment Programs to Raise Low Earnings 1-049B
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Occupational Mobility Among Unionized Civil Service Employees 6-149
  - Public Service Employment vs. the Private Sector 1-049C
  - Texas Migrant Demonstration Project 3-087
  - Transitional Employment Experimental Model 3-028
  - Upward Mobility Through Job Restructuring 3-067
- Classified Help-Wanted Ads—See NEWSPAPER ADVERTISEMENTS
- CLERICAL WORK—See also SECRETARIAL OCCUPATIONS
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - New Skill Content Translation into Vocational Education Curricula 3-012
  - Small Market Clerical/Laborer Wage Differentials 6-099
  - Temporary Help Market: 1953-60 6-031
- Clinical Laboratory Occupations—See HEALTH MANPOWER
- COACHING—See also JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Program for Information on Manpower Services 1-040
  - Public Service Employment and Upgrading Project in Vermont 3-027
- Coal Mining—See MINING
- COLLECTIVE BARGAINING—See also UNION MANPOWER PRACTICES; UNIONS
  - Effect of Collective Bargaining on Low-Wage Employment 4-028
  - Labor in Nonprofit Industries and Government 4-011
  - Labor Market and Private Retirement Systems 6-131
  - Labor Union Response to Federal Manpower Policy 6-133
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Manpower Utilization in Local Government 4-002I
  - Retaining Problem Drinkers on the Job 2-004
  - Supplemental Uses of the Workplace 4-049
  - Technological & Operational Change: Impact on Railroads 6-103
  - Trucking Industry Training 2-125
  - Union Impact on PEP 3-026
  - Upgrade Training in Canning—Planning Phase 3-064
- COLLEGE ADAPTER PROGRAM
  - College Adapter Program 3-004
- College Aspirations—See EDUCATIONAL ASPIRATIONS
- COLLEGE GRADUATES
  - Business Administration Students from Minorities 3-017
  - Career Development 4-009
  - Career Patterns of 2-Year College Graduates 6-046
  - Employment of Recent College Graduates 4-016
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Social Work Education and the WIN Program 2-086
  - Women's Postgraduate Employment 6-222
  - Work Expectations of Youth 4-061
- COLLEGE PREPARATION
  - Careers of Upward Bound Alumni 6-047
- Colleges—See UNIVERSITIES AND COLLEGES
- COLORADO
  - Manpower Institutional Grant (1974): University of Utah 6-012
- COLORADO, BOULDER
  - On-Line Use of Job Information in Local ES Office 1-027
- COLORADO, DENVER
  - Career Ladders for Lodging Industry Housekeepers 3-062
  - Labor Market Information System Design and Use 1-024
- Commitment to Work—See WORK ATTITUDES
- Community Colleges—See UNIVERSITIES AND COLLEGES
- COMMUNITY ELITE CORPS
  - Community Elite Corps 2-101
- COMMUTING
  - Dual Careers 4-023D
  - Geographical Immobility and Low-Income Area Unemployment 6-088
  - Housing Discrimination Effect on Negro's Commuting 6-084
  - Housing Segregation, Employment Decentralization, and Minority Labor Supply 6-089
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Unemployment and Commuting Within Geographical Areas 6-247
- Compensation Per Man/Hour—See WAGES
- COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)—(Projects dealing principally with CETA agency planning appear in chapter 1A.)
  - Conference on the Public Employment Service 1-032
  - Decisionmaking Matrix and Resource Allocation Model 1-002
  - Facilitating the Adoption of New Procedures 1-004
  - Impediments to Alliance of WIN/CETA 1-007
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Utilization of R&D Findings 1-068A
- COMPREHENSIVE MANPOWER PLANNING
  - Employment Generated by New Government Contracts 5-017
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Multiproject Demonstration of Manpower Development 1-006
  - Relocation Assistance in Manpower Planning Under CETA 1-008
- COMPUTER SYSTEMS
  - Agricultural Economists' Computerized Job Matching 1-013
  - Computerized Construction LMI and Job Dispatching 1-015
  - Computerized Interarea Job Clearance System 1-023
  - Computerized Job Matching: Utah State Employment Service 6-213
  - Evaluation of a Computerized Job-Matching System 3-072
  - Feasibility of Computerized Manpower System for Construction Industry 1-018
  - Job Bank: A Case Study 1-028
  - Labor Market Information System Design and Use 1-024
  - Labor Market: An Information System 1-011B
  - Manpower R&D Storage and Retrieval System 1-069
  - On-Line Use of Job Information in Local ES Office 1-027
- Computerized Job Matching—See JOB MATCHING
- CONCENTRATED EMPLOYMENT PROGRAM
  - Counselor Ethnic Match Relevance to Trainee Behavior 6-172
  - EDT: Assessment of Philadelphia's CEP Experience 1-035
  - Employability Development Team Interaction Analysis 1-036
  - Manpower Training Programs for Women 6-138
  - Mississippi STAR Labor Mobility Project 3-084
  - Recruiting, Placing, Retaining CEP Participants 2-079
- CONFERENCES
  - Conference on Apprenticeship 2-013
  - Conference on the Public Employment Service 1-032
  - Educational Consumer Protection 5-008
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Labor in Nonprofit Industries and Government 4-011
  - Manpower and the Metropolis 1-066
  - Manpower Research and Formation of Policy 1-067
  - New Manpower Researchers Conference 6-250
  - Rural Manpower Policy Research Group 2-127
  - WIN Research Findings Utilization Project 2-089

  Workshop on Research Needed on Women's Employment Situation 2-098
CONNECTICUT
  Manpower Institutional Grant (1974): Boston University 6-001
CONNECTICUT, BRIDGEPORT
  Decisionmaking Matrix and Resource Allocation Model 1-002
CONNECTICUT, HARTFORD
  An Analysis of the Pilot CMP 1-001
  Supported Employment Planning in Hartford 3-036
CONNECTICUT, NEW HAVEN
  In-School NYC Enrollees Employed in Action-Research 2-106
CONSORTIA—See also LABOR-MANAGEMENT CONSORTIA
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
CONSTRUCTION INDUSTRY
  Affirmative Action Plans in Construction 5-011
  Community Building Services Training Project 2-041
  Computerized Construction LMI and Job Dispatching 1-015
  Construction Manpower Development and Utilization 4-022
  Feasibility of Computerized Manpower System for Construction Industry 1-018
  Journeyman Upgrading Programs in Construction 3-054
  Manpower Institutional Grant (1970): Brandeis University 6-014
  Manpower Utilization in the Homebuilding Industry 6-217
  Negro Employment in Southern Construction Industry 2-045
  Negro Employment in the South 2-046
  New Skill Content Translation into Vocational Education Curricula 3-012
  Occupational Licensing and Public Policy 5-010
  Southern Black Construction Craftsmen 2-044
  Study of the Pittsburgh Plan 2-052
  Training and Entry into Union Construction 2-006
  Upgrading Blue-Collar and Service Workers 4-002O
Consumer Price Index—See PRICES
CONSUMPTION
  Assets, Labor Supply, Consumption Over the Life Cycle 6-041
  Budgets, Earnings, and Work of Married Women 6-254
  Educational Consumer Protection 5-008
  Sociological Aspects of Debt Entanglement 6-178
Contractors In Construction—See CONSTRUCTION INDUSTRY
COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
  An Analysis of the Pilot CMP 1-001
  Model University Human Resources Programs 1-055
  Multiproject Demonstration of Manpower Development 1-006
Cooperative Vocational Education—See VOCATIONAL EDUCATION
COOPERATIVES
  Economic Development in a Navajo Community 6-029
  Supplemental Uses of the Workplace 4-049
CORPORATIONS
  Employment Impact of Multinational Corporations 5-003
  Ghetto Economic Corporations 6-183
  Labor Market, Inflation, and Manpower Policy 4-004
  Manpower Planning in the Steel Industry 4-002D
  Social Science Ph.D. in Corporate Industry 6-176
CORRECTIONS—(Projects dealing principally with this subject appear in Chapter 2E).
  Adolescent Boys in the Inner City 6-210
  Alternatives to Incarceration 2-028
  Comparison of Probation Officers and Volunteers 6-053
  Correctional Manpower Effort Assessment 2-026
  Effect of a Criminal Record on Employment 2-027
  Effectiveness of Graham Associates Demonstration Project 2-117
  Expansion of Pre-Trial Intervention Programs 2-030
  Financial Resources of Released Prisoners 6-226
  Income Maintenance for Ex-Offenders 2-036
  Job Satisfaction and Parolee Recidivism 1-049A
  Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  Metropolitan Labor Market: New York 1-011A
  Model Assessment and Classification System in Corrections 2-025
  New Education Programming in Manpower Training Projects 2-111
  Offender Employment Restrictions 2-039
  Paroling Authorities and Inmate Training 2-032
  Pioneer Messenger Service 3-031
  Prisoner Rehabilitation Through Behavior Modification 2-031
  Reading Disorders Related to Poverty and Crime 3-018
  Relationship between Employment, Unemployment, and Migration 4-017
  Role of Prison Industries 2-034
  Shared Decisionmaking in Prison Management 2-035
  Social Reinforcement in a Juvenile Delinquency Project 2-033
  Supported Employment in the Public Sector 3-032
  Supported Employment Planning in Atlanta 3-033
  Supported Employment Planning in Boston 3-034
  Supported Employment Planning in Detroit 3-035
  Supported Employment Planning in Hartford 3-036
  Supported Employment Planning in Jersey City 3-037
  Supported Employment Planning in New Orleans 3-039
  Supported Employment Planning in Newark 3-038
  Supported Employment Planning in Oakland 3-040
  Supported Employment Planning in Ohio 3-041
  Supported Employment Planning in Portland 3-042
  Supported Employment Planning in San Francisco 3-043
  Supported Employment Planning in Utah 3-044
  Vocational Training Survey in Correctional Institutions 2-038
  Women Offenders Projects 2-037
  Work Release Laws, Policies and Operations 2-040
COST EFFECTIVENESS—See also ASSESSMENT AND EVALUATION
  Better Budgeting for Human Resource Programs 1-011C
  Dayton Ohio Cooperative Vocational Education Program 3-007
  Development of an Opportunity Program Manpower Information System 1-014
  Foundations of a Labor Market Information System 1-011
  Inflationary Effects of Public Service Employment 1-049
  Investment Priorities in Urban Black Communities 6-066
  Labor Mobility Project (North Carolina) 3-082
  Localized Job Search Information System 1-029
  Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  Manpower Planning in the Steel Industry 4-002D
  Optimal Timing of Training Subsidies 6-240
  Pilot Manpower Training Advisory Service for Employers 4-045
  Retaining Problem Drinkers on the Job 2-004
  Training Incentive Payments Program (TIPP) 3-065
  Where Have All the Dollars Gone? 1-011D
Cost-Benefit Analysis—See COST EFFECTIVENESS
COSTS
  Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-027
  Budgets, Earnings, and Work of Married Women 6-254
  Registered Nurse Training Programs 6-164
Counseling—See COUNSELING AND GUIDANCE
COUNSELING AND GUIDANCE—See also PUBLIC EMPLOYMENT SERVICE; TRAINING; VOCATIONAL GUIDANCE; EDUCATION
  Adolescent Boys in the Inner City 6-210
  Bridges to Work for Young People 4-002B
  Career Thresholds 4-023C
  College Adapter Program 3-004
  Comparison of Probation Officers and Volunteers 6-053
  Counselor Ethnic Match Relevance to Trainee Behavior 6-172
  Educational Advancement for Wage Earners 3-009
  Employability Development Team Interaction Analysis 1-036
  Employment Program for Minority Girls 2-099
  Evaluation of a Computerized Job-Matching System 3-072
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  Facilitating the Adoption of New Procedures 1-004
  Job Improvement Service Demonstration Project 3-081
  Manpower Economic Education 3-020
  Manpower Frontier: Education, Guidance, Work 4-002H
  Methods of Assessing the Disadvantaged 3-070
  Model Health Care Career Program 2-103
  New Occupations Demonstration Project 3-060
  Nonfarm Employment Problems of Farm Laborers 2-119
  Prisoner Rehabilitation Through Behavior Modification 2-031
  Program for Information on Manpower Services 1-040
  Project VEHTS 2-055

- Public Service Employment and Upgrading Project in Vermont 3-027
- R&D Strategy Design for the Employment Service 1-059
- Systems Approach to Taxonomy of Disadvantagement 3-077
- Work Experience and Career Exploration Program 3-008
- Workshop on Research Needed on Women's Employment Situation 2-098

COURT CASES
- Impact of Court Cases on Minority Employment 5-005

CPI—See CALIFORNIA PSYCHOLOGICAL INVENTORY

CRAFTSMEN
- Case Study of Employer Training 4-051
- Conference on Apprenticeship 2-013
- Innovations in Apprenticeship 2-011
- Intrafirm Mobility Among Apprentice-Trained Craftsmen 6-120
- Journeyman Upgrading Programs in Construction 3-054
- OJT for Precision Machinist Apprentices 2-005
- Performance Based Apprentice Training 2-009
- Related Instruction in Apprenticeship 2-014
- Southern Black Construction Craftsmen 2-044
- Study of the Pittsburgh Plan 2-052

CREDENTIALING—See also OCCUPATIONAL LICENSING
- Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-049
- College Performance of High School Dropouts 6-204
- Proficiency Examinations for Medical Laboratory Workers 3-061

Crime—See CORRECTIONS

Culturally Deprived—See DISADVANTAGED

CULTURE OF POVERTY—See also POVERTY
- Income Dynamics of the Poor 2-073

CURRICULA—See also INSTRUCTIONAL MATERIALS
- Career Thresholds 4-023C
- College Adapter Program 3-004
- Dayton Ohio Cooperative Vocational Education Program 3-007
- Developing a Model for Youth Education 3-006
- Effectiveness of Graham Associates Demonstration Project 2-117
- Health Services Mobility Study 3-055
- Impediments to Success in WIN 2-068
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Manpower Programming and Social Work Expertise 1-030
- Metropolitan Labor Market: New York 1-011A
- New Skill Content Translation into Vocational Education Curricula 3-012
- Social Work Education and the WIN Program 2-086
- Social Workers in Manpower Programs 6-177
- Training of WIN Personnel 1-043
- Vocational Guidance in High School 3-022
- Years for Decision 4-023B

CUSTOMER TRAINING
- Manpower Institutional Grant (1970): UCLA 6-015
- Manufacturers' Assistance in Customer Manpower Training 6-139

Cyclical Stability—See BUSINESS CYCLE

D

DATA SOURCES AND USE—See also COMPUTER SYSTEMS
- Computerized Construction LMI and Job Dispatching 1-015
- Employment Impact of Multinational Corporations 5-003
- Labor Force Participation of Married Women 6-127
- Labor Market Information System Design and Use 1-024
- Labor Market: An Information System 1-011B
- National Longitudinal Surveys Clearinghouse 4-023E
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Working Conditions, Wage Rates, and Human Capital 6-206

Day Care—See CHILD DAY CARE

Debt Defaulting—See GARNISHMENT OF WAGES

DEBTOR/CREDITOR RELATIONSHIP
- Garnishment and Employability Among WIN Families 2-081
- Sociological Aspects of Debt Entanglement 6-178

DECATEGORIZATION—See also CETA SERVICES AND PLANNING; CETA PROGRAMS; CATEGORICAL MANPOWER PROGRAMS
- Multiproject Demonstration of Manpower Development 1-006

DEFENSE WORKERS
- Unemployment in the Defense Industry 6-197

DELAWARE
- Manpower Institutional Grant (1974): West Virginia University 6-013

Delivery of Manpower Services—See SERVICE DELIVERY SYSTEMS

Demand for Engineers—See MANPOWER NEEDS

Demand for Labor—See LABOR DEMAND

Dental Assistants—See HEALTH MANPOWER

Dental Hygienists—See HEALTH MANPOWER

DEPRESSED AREAS
- An Analysis of Mature Regions 6-032

DESEGREGATION—See also HOUSING SEGREGATION
- Desegregation and Career Goals 4-002N
- Housing Segregation, Employment Decentralization, and Minority Labor Supply 6-089

Disabled Persons—See HANDICAPPED

Disabled Veterans—See VETERANS

DISADVANTAGED
- Assessment Measures for Youth Enrollees 3-071
- Business Administration Students from Minorities 3-017
- Careers of Upward Bound Alumni 6-047
- Characteristics of Employees Hired by NAB Employers 6-042
- Company Programs to Train the Disadvantaged 6-051
- Disadvantaged Workers in Parks and Recreation 3-025
- EDT: Assessment of Philadelphia's CEP Experience 1-035
- Effectiveness of Graham Associates Demonstration Project 2-117
- Effects of Military Experience 5-002
- Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
- Employability Development Team Interaction Analysis 1-036
- Evaluation of NAB-JOBS for Disadvantaged 6-093
- Evaluation of Tutoring for Firefighter Examination 3-010
- Experimental Manpower Laboratory: Social Systems Intervention 3-073
- Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
- Homemaker Service Demonstration Training Project 2-021
- Homemaker Training Project 2-022
- Household Service Organization Development Project 2-023
- In-Plant Upgrading and Mobility Patterns 3-058
- Incentives and Obstacles to Hiring of the Disadvantaged 6-110
- Labor Market Information Systems and the Disadvantaged 1-020
- Localized Job Search Information System 1-029
- Manpower Institutional Grant (1970): Brandeis University 6-014
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1970): The Ohio State University 6-020
- Manpower Institutional Grant (1970): University of Oregon 6-021
- Manpower R&D Activities of DOL/AEC 3-068
- Manpower Research and Formation of Policy 1-067
- NYC-2 Goes to Community College 2-104
- Operation Young Adults: A Work-Study Program 2-114
- Organization Impact of Hiring the Disadvantaged 2-123
- Power Motivation Among Disadvantaged Workers 6-175
- Program for Information on Manpower Services 1-040
- Project SURGE 2-025
- Public Service Employment for the Disadvantaged 6-159
- Staff Training for Basic Education 3-014
- Systems Approach to Taxonomy of Disadvantagement 3-077
- Transitional Employment Experimental Model 3-028
- YMCA Manpower Project 3-083

Discharge—See EMPLOYMENT TERMINATION

DISCRIMINATION—See also SEX DISCRIMINATION; HOUSING SEGREGATION; BLACKS; WOMEN; SPANISH-SPEAKING AMERICANS; AGE DISCRIMINATION IN EMPLOYMENT ACT
- Affirmative Action Plans in Construction 5-011
- Career Thresholds 4-023C
- Discrimination in Training Programs 1-056

  - Econometric Model of Minority Hiring 6-072
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Impact of Court Cases on Minority Employment 5-005
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Minority Mobility Project 3-047C
  - Minority Women in White-Collar Jobs 2-047
  - Model Urban Indian Centers 2-043
  - Occupational Licensing and Public Policy 5-010
  - Offender Employment Restrictions 2-039
  - Pre-Retirement Years 4-023A
  - Proficiency Test for Technical Occupations 2-009A
  - Spanish Americans in the Labor Market 2-051
  - Upgrading Blue-Collar and Service Workers 4-002O
- Disincentives—See INCENTIVES
- Displaced Workers—See LAYOFFS
- DISSERTATIONS—See also DOCTORAL DISSERTATION GRANTS; DOCTORAL DEGREES
  - Effect of Employment on Self-Image 6-082
  - Expanding Benefits of Manpower Research Products 1-058
  - Impact of Fiscal Policies on Labor Supply 6-101
  - Migration Bias in Labor Force Participation Rates 6-170
- DISTRICT OF COLUMBIA
  - Affirmative Action Plans in Construction 5-011
  - Employer Sponsored Child Day Care 2-093
  - Manpower Institutional Grant (1974): West Virginia University 6-013
  - Streetcorner Shapeup Jobholders 4-010
- Division of Labor—See OCCUPATIONAL STRUCTURE
- DOCTORAL DEGREES—See also UNIVERSITIES AND COLLEGES; DOCTORAL DISSERTATION GRANTS
  - Social Science Ph.D. in Corporate Industry 6-176
- DOCTORAL DISSERTATION GRANTS—(Doctoral Dissertation Grants appear in Chapter 6C.) See also particular subject of dissertation.
  - Expanding Benefits of Manpower Research Products 1-058
  - Manpower Research and Formation of Policy 1-067
- DROPOUTS—See also EDUCATION; TRAINING; HIGH SCHOOL
  - Career Thresholds 4-023C
  - College Performance of High School Dropouts 6-204
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Employment Program for Minority Girls 2-099
  - In-School NYC for Young Girls 2-109
  - In-School NYC Influence on Earnings Capacity 6-121
  - Manpower Economic Education 3-020
  - New Education Programming in Manpower Training Projects 2-111
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-113
  - Policy Implications of Longitudinal Study of WIN Dropouts 2-076
  - Retention and Apprenticeship Outreach Programs 2-010
  - VEPS Program for In-School NYC Enrollees 2-100
  - Work Experience and Career Exploration Program 3-008
- DRUG USERS—(Projects dealing principally with this subject appear in Chapter 2A.)
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Employer Practices in Hiring Addicts 2-002
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Job Finding and Performance of Addicts/Ex-Addicts 2-001
  - Pioneer Messenger Service 3-031
  - Supported Employment in the Public Sector 3-032
  - Supported Employment Planning in Atlanta 3-033
  - Supported Employment Planning in Boston 3-034
  - Supported Employment Planning in Detroit 3-035
  - Supported Employment Planning in Hartford 3-036
  - Supported Employment Planning in Jersey City 3-037
  - Supported Employment Planning in New Orleans 3-039
  - Supported Employment Planning in Newark 3-038
  - Supported Employment Planning in Oakland 3-040
  - Supported Employment Planning in Ohio 3-041
  - Supported Employment Planning in Portland 3-042
  - Supported Employment Planning in San Francisco 3-043
  - Supported Employment Planning in Utah 3-044
- Dual Jobholding—See MOONLIGHTING
- DUAL LABOR MARKETS—See also SECONDARY LABOR FORCE
  - Career Thresholds 4-023C
  - Dual Labor Market 6-069
  - Effect of Collective Bargaining on Low-Wage Employment 4-028
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Labor Market Information Systems and the Disadvantaged 1-020
  - Labor Market Segmentation 4-005
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Metropolitan Labor Market 4-002K
  - Potential of Wage Subsidies 3-030
  - Poverty, Politics, and Relief 6-154
  - Sex Differences in Income Determination 6-171
  - Turnover, Unemployment, and the Dual Labor Market 6-233
  - Welfare Careers and Low-Wage Employment 2-087
  - Welfare Dependency and Low-Income Labor Markets 4-036
- DURATION OF UNEMPLOYMENT
  - Asking Wage Behavior of Unemployed Workers 6-039
  - Effects of Adjustment Assistance on Displaced Workers 6-224
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Job Search Behavior and Duration 6-123
  - Market Differentials and Labor Force Behavior 6-140
  - Rate of Wage Inflation 6-067
  - Study of Unemployment Insurance Exhaustees 2-083
  - Unemployment Duration, Compensation, and Job Search 6-196
  - Welfare Dependency and Low-Income Labor Markets 4-036
  - Why Do Blacks and Women Have High Unemployment Rates? 6-256
- Dyslexia—See READING

E

- EARNINGS—See also INCOME; WAGES
  - Budgets, Earnings, and Work of Married Women 6-254
  - Career Thresholds 4-023C
  - Critique of Duncan's Stratification Research 6-055
  - Demand and Supply Considerations of Expanded Public Employment Program 1-049E
  - Dual Careers 4-023D
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - Employment Characteristics of Chinese Americans 4-014
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
  - Human Resources in the U.S. and Japan 6-180
  - In-School NYC Influence on Earnings Capacity 6-121
  - Interarea Occupational Earnings Differential 6-116
  - Labor Effort Disincentives of Ne[illegible] Income Taxation 6-124
  - Labor Market Segmentation 4-005
  - Logit Model With Reference to [illegible] Subsidies 6-214
  - Male and Female Wage and E[illegible]ent Differences 6-152
  - Measuring Economic Value of [illegible]ing Output 6-142
  - National Longitudinal Survey [illegible]inghouse 4-023E
  - National Models of Factor I[illegible] Distribution 6-054
  - Pre-Retirement Years 4-023A
  - Tax Law Effect on Labor [illegible] of Married Women 6-107
  - Trends in Women's Educ[illegible] Attainment, Earnings, and Occupations 6-037
  - Wage Differentials in Ja[illegible]ese Manufacturing 6-160
  - Years for Decision 4-023B
- Econometrics—See ECON[illegible] ANALYSIS AND ECONOMETRICS
- ECONOMIC ANALYSIS [illegible] ECONOMETRICS
  - An Analysis of Matu[illegible]egions 6-032
  - Asking Wage Behav[illegible]or of Unemployed Workers 6-039
  - Assets, Labor Supply, Consumption Over the Life Cycle 6-041
  - Decisionmaking Matrix and Resource Allocation Model 1-002
  - Demand and Supply Considerations of Expanded Public Employment Program 1-049E
  - Econometric Analysis of Effects of Labor Subsidies 5-014
  - Econometric Model of Minority Hiring 6-072
  - Economic Analysis of the Job Corps 6-074
  - Economic Development in a Navajo Community 6-029
  - Economic/Psychological Analysis of Teacher Mobility 6-075
  - Economics of Canadian Military Manpower Supply 6-079
  - Economics of Service Employment 4-002J
  - Economics of Sex Discrimination 6-080
  - Employment Characteristics of Chinese Americans 4-014

  - Employment Impact of Multinational Corporations 5-003
  - Higher Education: The G.I. Bill of Rights 6-076
  - Housing Discrimination Effect on Negro's Commuting 6-084
  - Housing Segregation, Employment Decentralization, and Minority Labor Supply 6-089
  - Impact of Fiscal Policies on Labor Supply 6-101
  - Incentives and Obstacles to Hiring of the Disadvantaged 6-110
  - Inflationary Effects of Public Service Employment 1-049
  - Interarea Occupational Earnings Differential 6-116
  - Labor Effort Disincentives of Negative Income Taxation 6-124
  - Labor Market Information System Design and Use 1-024
  - Labor Market Segmentation 4-005
  - Life-Cycle Time Allocation of Families 6-135
  - Logit Model With Reference to Wage Subsidies 6-214
  - Long-Run Tradeoff Between Unemployment and Inflation 6-191
  - Male Youth Job Search: A Biracial Analysis 6-078
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Manufacturers' Assistance in Customer Manpower Training 6-139
  - Measuring Economic Value of Schooling Output 6-142
  - Municipal Government Employment and Wages 6-220
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Nonseparable Approach to Labor Market Substitution 6-186
  - Nursing Salary and Promotion Structure 6-238
  - Occupational Licensure of Allied Health Programs 6-147
  - Phenomenology of Human Labor 6-153
  - Poverty, Politics, and Relief 6-154
  - Search Unemployment and the Phillips Curve 6-109
  - Services for Workers at the Workplace 4-046
  - Short- and Long-Run Demand for Labor Services 6-058
  - Short-Run Employment Fluctuations in Public Utilities 6-251
  - Social Inequality and Labor Force Participation 6-174
  - Static and Dynamic Labor Supply Functions 5-015
  - Tax Law Effect on Labor Supply of Married Women 6-107
  - Turnover, Unemployment, and the Dual Labor Market 6-233
  - Unemployment Insurance Payments 6-071
  - University Salary Structure and Sex Discrimination 6-253
  - Wage Differentials in Japanese Manufacturing 6-160
  - Wage Versus Job Competition 4-052
  - Youth in the Labor Market: A Cross-Sectional Analysis 6-208
- Economic Corporations—See CORPORATIONS
- ECONOMIC DEVELOPMENT
  - Economic Development in a Navajo Community 6-029
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - Investment Priorities in Urban Black Communities 6-066
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Rural Industrialization and Poverty in the South 4-026
  - Rural Labor Markets 4-027
- ECONOMIC FORECASTING—See also MANPOWER PROJECTIONS
  - Demand and Supply Considerations of Expanded Public Employment Program 1-049E
  - Labor Force Occupations and Technological Change 6-189
  - Manpower and Economic Indicators and Forecasts 1-003
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - Manpower Policy and Programs—A Planning Project 6-234
  - Short-Run Employment Fluctuations in Public Utilities 6-251
- ECONOMIC GROWTH
  - An Analysis of Mature Regions 6-032
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Occupational Education as a Source of Economic Growth 5-009
- ECONOMIC INDICATORS—See also LABOR MARKET INFORMATION
  - Employment and Shifts in the Phillips Curve 6-169
  - Manpower and Economic Indicators and Forecasts 1-003
  - Rate of Wage Inflation 6-067
  - Triggering Mechanisms for Unemployment Benefits 6-033
- Economic Models—See ECONOMIC ANALYSIS AND ECONOMETRICS
- ECONOMIC POLICY—(Projects dealing principally with this subject appear in Chapter 5.)
  - Federal Civil Rights Legislation and Occupational Positions of Minorities 6-083
  - Impact of Fiscal Policies on Labor Supply 6-101
  - Manpower Policy and Programs—A Planning Project 6-234
  - National Models of Factor Income Distribution 6-054
  - Static and Dynamic Labor Supply Functions 5-015
- ECONOMIC STATUS
  - Critique of Duncan's Stratification Research 6-055
  - Economic Status of Asians and Blacks in California 6-163
  - Law and the Development of Citizenship 6-134
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Negro Occupational Status and Education 4-025
- ECONOMIC WELFARE—See also WELFARE PROGRAMS
  - Manpower Institutional Grant (1970): University of Utah 6-023
- ECONOMISTS—See AGRICULTURAL ECONOMISTS
- EDS—See ENVIRONMENTAL DEPRIVATION SCALE
- EDT—See EMPLOYABILITY DEVELOPMENT TEAMS
- EDUCATION—(Projects dealing principally with this subject appear in Chapter 3A.) See also particular aspect of education.
  - Career Thresholds 4-023C
  - Dual Careers 4-023D
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Pre-Retirement Years 4-023A
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Years for Decision 4-023B
- EDUCATION EFFECT ON CAREER PATTERNS—See also RETURNS ON EDUCATIONAL INVESTMENT
  - Adolescent Social System Impact on Occupational Achievement 6-096
  - Career Patterns of 2-Year College Graduates 6-046
  - Coop Education in School-to-Work Transition 3-021
  - Educational Attainment and Adult Status of Brothers 6-063
  - Employment Quality and Self-Investment in Work 6-245
  - Occupational Education as a Source of Economic Growth 5-009
  - Rates of Return to Educational Investment 6-161
  - Social Inequality and Labor Force Participation 6-174
  - Social Service Tasks and Education Preparation 6-081
  - Social Workers in Manpower Programs 6-177
  - Trends in Women's Education, Attainment, Earnings, and Occupations 6-037
  - Work and Values 4-002I
  - Work Expectations of Youth 4-061
- EDUCATIONAL ASPIRATIONS
  - Career Thresholds 4-023C
  - Desegregation and Career Goals 4-002N
  - Employment Characteristics of Chinese Americans 4-014
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Work Expectations of Youth 4-061
  - Years for Decision 4-023B
- EDUCATIONAL ATTAINMENT
  - Career Thresholds 4-023C
  - Desegregation and Career Goals 4-002N
  - In-School NYC Influence on Earnings Capacity 6-121
  - Negro Occupational Status and Education 4-025
  - Pre-Retirement Years 4-023A
- Educational Materials—See INSTRUCTIONAL MATERIALS
- EEA—See EMERGENCY EMPLOYMENT ACT
- EEOC—See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
- EFFECTIVENESS OF PROGRAMS—See also PREDICTION OF SUCCESS IN PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT
  - Assessment of Experimental Manpower Laboratories 1-050
  - Attitudes Regarding the Public Employment Service 1-047
  - Comparison of Probation Officers and Volunteers 6-053
  - EDT: Assessment of Philadelphia's CEP Experience 1-035
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Effectiveness of Graham Associates NEP on NYC-2 3-019
  - Effectiveness of JET on Trainees 3-013
  - Employability Development Team Interaction Analysis 1-036

Evaluation of 1972 Summer Intern Program 2-110A
Impact of Manpower Programs on Low-Wage Industries 1-061
Legal Analysis of WIN Requirements 2-075
Manpower Institutional Grant (1970): Cornell University 6-016
Manpower Institutional Grant (1970): West Virginia University 6-025
Manpower Research and Formation of Policy 1-067
Model NYC Programs for Rural Youth 2-107
Operations Research to Monitor VEPS In-School NYC Enrollees 2-113
Population Characteristics Affecting WIN Outcomes 2-058
Public Service Employment and Upgrading Project in Vermont 3-027
Recruiting, Placing, Retaining CEP Participants 2-079
Selected Out-of-School NYC Programs 2-110
Study of Exemplary Rehabilitation Certificate Program 2-056
Summer/In-School NYC Vocational Exploration 2-118
Where Have All the Dollars Gone? 1-011D

Effectiveness of Training—See TRAINING EFFECTIVENESS AND IMPACT

ELASTICITY OF LABOR DEMAND
Labor Demand Elasticity in Wood Products Industry 6-090

ELASTICITY OF LABOR SUPPLY
National Longitudinal Surveys Clearinghouse 4-023E

ELASTICITY OF SUBSTITUTION
Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
Nonseparable Approach to Labor Market Substitution 6-186

Elderly People—See OLDER WORKERS

ELECTRICIANS
New Skill Content Translation into Vocational Education Curricula 3-012
Related Instruction in Apprenticeship 2-014

ELITE OCCUPATIONS—See also OCCUPATIONAL STATUS; HIGH LEVEL JOBS
Good Jobs, Poor Jobs 4-002A

EMERGENCY EMPLOYMENT ACT (1971)
Manpower Research and Formation of Policy 1-067
Multiproject Demonstration of Manpower Development 1-006
Public Service Employment Emergency Action Plan 3-024
Transition in Public Employment Programs 3-029

EML—See EXPERIMENTAL MANPOWER LABORATORIES

EMPLOYABILITY DEVELOPMENT—See also PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE PROGRAM (WIN); CONCENTRATED EMPLOYMENT PROGRAM; ORIENTATION; PRE-VOCATIONAL TRAINING
Employability Among the Visually Impaired 6-155
Experimental Manpower Laboratory: Disadvantaged Youth 2-108
Manpower Institutional Grant (1970): The Ohio State University 6-020
Systems Approach to Taxonomy of Disadvantagement 3-077
Training for Upgrading During Layoff 3-059
Workshop on Research Needed on Women's Employment Situation 2-098
YMCA Manpower Project 3-083

EMPLOYABILITY DEVELOPMENT TEAMS
EDT: Assessment of Philadelphia's CEP Experience 1-035
Employability Development Team Interaction Analysis 1-036
Workfare's Impact on Employable Welfare Recipients 2-070

Employee Commitment—See WORK ATTITUDES

EMPLOYER ATTITUDES—See also ATTITUDES
American Reactions to Foreign Apprenticeship Practices 2-008
Attitudes Regarding the Public Employment Service 1-047
Employment Contexts and Disadvantaged Workers 2-067
Employment of Handicapped in State Civil Service 4-041
Executive Order 11598 and the Employment Service 1-034
Flexible Work Schedules for Welfare Participants 2-085
Incentives and Obstacles to Hiring of the Disadvantaged 6-110
Institutional Racism 6-115
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Manpower Institutional Grant (1970): West Virginia University 6-025
Manpower Research and Formation of Policy 1-067
Manufacturers' Assistance in Customer Manpower Training 6-139
Negro Employment in the South 2-046
Preparation for Work 4-002R
Staff Attitudes and WIN Program Success 2-080
Supplemental Uses of the Workplace 4-049
WIN Tax Credit Program 2-084
WIN Tax Credit Program (Talmadge Amendments) 2-092A
Workfare's Impact on Employable Welfare Recipients 2-070
Youth Labor Market: International Variations 4-002P

EMPLOYER MANPOWER PLANNING—See also LABOR DEMAND
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-027
Career Progression Systems 3-047
Career Progression Systems in a Manufacturing Corporation 3-047A
Career Progression Systems—Food Service Industry 3-047B
Employer Tax Credit and WIN Registrants 4-040
Expanding Benefits of Manpower Research Products 1-058
Labor in Nonprofit Industries and Government 4-011
Labor Market and Private Retirement Systems 6-131
Manpower Planning in the Steel Industry 4-002D
Manpower Research and Formation of Policy 1-067
Metropolitan Labor Market: New York 1-011A
Minority Mobility Project 3-047C
Organization Impact of Hiring the Disadvantaged 2-123
Organizational Climates and Human Relations 6-040
Pilot Manpower Training Advisory Service for Employers 4-045
Upgrading in Agriculture 3-046
Upgrading in Private Industry 3-051

EMPLOYER MANPOWER PRACTICES AND POLICIES—(Projects dealing principally with this subject appear in Chapter 4C.) See specific employer practices and policies.

EMPLOYER SERVICES
Employer Sponsored Child Day Care 2-093
Executive Sabbatical Program 1-031
Improvement of Employer Services in the Employment Service 1-039
Mail-Matching of Applicants and Jobs 6-221
Ohio ES Upgrading Program 3-069
Pilot Manpower Training Advisory Service for Employers 4-045
Program for Information on Manpower Services 1-040
Testing of Various Methodologies for Increasing Job Listings 1-048

Employer Tax Credit—See WORK INCENTIVE PROGRAM (WIN)

EMPLOYMENT—See specific aspects of employment.
Econometric Analysis of Effects of Labor Subsidies 5-014

Employment Agencies, Private—See PRIVATE EMPLOYMENT AGENCIES

Employment Agencies, Public—See PUBLIC EMPLOYMENT SERVICE

Employment Counseling—See COUNSELING AND GUIDANCE

EMPLOYMENT OPPORTUNITIES—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Advanced Service Metropolis 4-002F
Affirmative Action Plans in Construction 5-011
Black/White Teenage Occupational Employment Determinants 6-065
Coal Industry's Manpower Needs Study 4-031
Disadvantaged Workers in Parks and Recreation 3-025
Economics of Service Employment 4-002J
Employment and Income: Puerto Rico Simulation Model 6-223
Employment Characteristics of Chinese Americans 4-014
Employment Expansion in a Suburban Labor Market 4-002M
Employment Generated by New Government Contracts 5-017
Employment Impact of Federal Assistance for Minority Businesses 5-016
Employment Impact of Multinational Corporations 5-003
Employment of Ghetto Residents 4-015
Exploratory Empirical Research on Secondary Labor Markets 6-225
Federal Programs, Legislation, and Their Manpower Implications 5-007
Fertility and Labor Participation of Married Women 6-249
Future Orientation and Expectations as Success Predictors 6-098
Handbook for Employment of the Slow Learner 2-121
Immigrants in the Labor Force 4-021
Increasing Minority Women's Employment in Atlanta 2-049
Increasing Minority Women's Employment in Houston 2-048

  - Job Information Center 1-019
  - Labor Effort Disincentives of Negative Income Taxation 6-124
  - Labor Force Participation of Married Women 6-127
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Localized Job Search Information System 1-029
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Manpower Institutional Grant (1970): Southern Methodist University 6-022
  - Migration Bias in Labor Force Participation Rates 6-170
  - Minority Women in White-Collar Jobs 2-047
  - Negro Employment in Southern Construction Industry 2-045
  - Negro Employment in the South 2-046
  - New Businesses and Urban Employment Opportunities 4-006
  - Newspaper Ads and Employment Service Job Orders 1-017A
  - Newspaper Advertisements as Labor Market Indicators 1-017
  - Nonfarm Employment Problems of Farm Laborers 2-119
  - NOW: The Formative Years 6-145
  - Occupational Licensure of Allied Health Programs 6-147
  - Population Decrease and Employment in Agricultural Communities 6-162
  - Problem of Teenage Unemployment 6-156
  - Project Volunteer Power 2-126
  - Relationship between Employment, Unemployment, and Migration 4-017
  - Relationship Between Regional and Overall Employment 6-248
  - Rural Labor Markets 4-027
  - Short-Run Employment Fluctuations in Public Utilities 6-251
  - Social Science Ph.D. in Corporate Industry 6-176
  - State Employment Service Professional Selection System 1-042
  - Study of Alien Labor Certification Program 4-007
  - Study of Assisting Manpower in Optometry 4-024
  - Testing of Various Methodologies for Increasing Job Listings 1-048
  - Training Impact on Minorities and Women 1-062
  - Unemployment in the Urban Core 4-034
  - Workshop on Research Needed on Women's Employment Situation 2-098

- EMPLOYMENT PATTERNS—See also CAREER PATTERNS; LABOR FORCE BEHAVIOR
  - Adolescent Social System Impact on Occupational Achievement 6-096
  - Black and Ethnic Employment Patterns and Economic Performance 6-203
  - Career Thresholds 4-023C
  - Characteristics of Employees Hired by NAB Employers 6-042
  - Effect of Employment on Self-Image 6-082
  - Employment and Shifts in the Phillips Curve 6-169
  - Employment Contexts and Disadvantaged Workers 2-067
  - Employment Impact of Multinational Corporations 5-003
  - Feasibility of Computerized Manpower System for Construction Industry 1-018
  - Health of Working and Nonworking Poverty Mothers 2-094
  - Hours of Work in Manufacturing, 1947-70 6-230
  - Interface of Work and Welfare 4-002C
  - Interrelationship Between Female Employment and Fertility 6-117
  - Job Patterns for WIN Terminees 2-074
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - Manpower Research and Formation of Policy 1-067
  - Multijobholding in Wichita 6-237
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Negro Employment in Southern Construction Industry 2-045
  - Negro Employment in the South 2-046
  - Negro Occupational Status and Education 4-025
  - Pre-Retirement Years 4-023A
  - Public Employment Programs in Wisconsin 6-158
  - Social Network Effects on Employment 6-252
  - Spanish Americans in the Labor Market 2-051
  - Streetcorner Shapeup Jobholders 4-010
  - Work and Welfare Patterns of Low-Income Families 2-090
  - Years for Decision 4-023B

- EMPLOYMENT POLICY
  - Affirmative Action Plans in Construction 5-011
  - Facilitating the Adoption of New Procedures 1-004
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Manpower Policy and Programs—A Planning Project 6-234
  - Negro Employment in Southern Construction Industry 2-045
  - Offender Employment Restrictions 2-039
- Employment Security Agencies—See PUBLIC EMPLOYMENT SERVICE
- Employment Service—See PUBLIC EMPLOYMENT SERVICE
- EMPLOYMENT SERVICE MANAGEMENT—See also MANPOWER PROGRAM MANAGEMENT
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Attitudes Regarding the Public Employment Service 1-047
  - Conference on the Public Employment Service 1-032
  - Employability Development Team Interaction Analysis 1-036
  - Facilitating the Adoption of New Procedures 1-004
  - Job Bank: A Case Study 1-028
  - Performance Standards for Employment Service Functions 1-033
  - R&D Strategy Design for the Employment Service 1-059
- EMPLOYMENT SERVICE STAFF—See also STAFF TRAINING
  - Multiproject Demonstration of Manpower Development 1-006
  - Ohio ES Upgrading Program 3-069
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - R&D Strategy Design for the Employment Service 1-059
  - State Employment Service Professional Selection System 1-042
  - Texas Migrant Demonstration Project 3-087
- Employment Service Staff Training—See EMPLOYMENT SERVICE STAFF
- EMPLOYMENT TERMINATION—See also JOB RETENTION; LAYOFFS
  - Adjusting to Employment Termination 6-209
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
- ENERGY INDUSTRY—See also PUBLIC UTILITIES
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- ENGINEERS—(Projects dealing principally with this subject appear in Chapter 2C.)
  - American Engineers' Perception of Technology 6-190
  - Employment and Unemployment Survey for Scientists and Engineers 4-035
  - Engineers and Scientists in California 6-077
  - Engineers, Unemployed, Job Search Workshops 2-017
  - Engineers' Reemployment Assistance 2-016
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Labor Market Experience for Engineers 2-020
  - Labor Market for Scientific Personnel 6-130
  - Mail-Matching of Applicants and Jobs 6-221
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Men and Women in Science and Engineering 6-044
  - Organizational Analysis of Engineer Hiring 6-151
  - Social-Psychological Impact of Worklife Instability 6-173
  - Unemployment and Engineering Careers 2-019
  - Unemployment of Aerospace Engineers 2-018
- ENGLISH AS A SECOND LANGUAGE (ESL)
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Impact of BOLT on Manpower Agencies 3-002
  - Project BOLT 3-015
  - Upgrade Training in the Canning Industry 3-063
- Entrepreneurs—See OWNERS
- Environment—See WORK ENVIRONMENT
- ENVIRONMENTAL DEPRIVATION SCALE (EDS)
  - Prisoner Rehabilitation Through Behavior Modification 2-031
- EQUAL EMPLOYMENT OPPORTUNITY ACT (1972)—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Successful Career Women 4-002Q
- EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—See also BLACKS; WOMEN; MINORITIES; DISCRIMINATION; SPANISH-SPEAKING AMERICANS
  - Impact of Laws Prohibiting Sex Discrimination 6-102

- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Maternity Leave Benefits 2-096
- Minority Mobility Project 3-047C
- NOW: The Formative Years 6-145

ESL—See ENGLISH AS A SECOND LANGUAGE (ESL)

ETHNIC GROUPS—(Projects dealing principally with this subject appear in Chapter 2F.)
- Black and Ethnic Employment Patterns and Economic Performance 6-203
- Counselor Ethnic Match Relevance to Trainee Behavior 6-172
- Economic Development in a Navajo Community 6-029
- Evaluation of 1972 Summer Intern Program 2-110A
- Organizational Experience and Employee Work Attitudes 4-055
- Rural Labor Markets 4-027
- Summer/In-School NYC Vocational Exploration 2-118

EUROPE
- Bridges to Work for Young People 4-002B
- European Manpower Policies 6-212
- Preparation for Work 4-002R
- Youth Labor Market: International Variations 4-002P

Evaluation—See ASSESSMENT AND EVALUATION

Ex-Offenders—(Projects dealing principally with this subject appear in Chapter 2E.) See CORRECTIONS

EXECUTIVE ORDER NO. 11598
- Executive Order 11598 and the Employment Service 1-034

EXEMPLARY REHABILITATION CERTIFICATE PROGRAM—See also VETERANS
- Study of Exemplary Rehabilitation Certificate Program 2-056

Expectancy Theory—See MOTIVATION

EXPERIMENTAL MANPOWER LABORATORIES
- Assessment of Experimental Manpower Laboratories 1-050
- Experimental Manpower Laboratory: Disadvantaged Youth 2-108
- Experimental Manpower Laboratory: Social Systems Intervention 3-073
- Prisoner Rehabilitation Through Behavior Modification 2-031
- Program for Information on Manpower Services 1-040

EXTERNAL LABOR MARKETS
- Upgrading in Agriculture 3-046

F

FAIR LABOR STANDARDS ACT—See also MINIMUM WAGE LAWS
- Sheltered Workshops and Handicapped Clients Survey 3-045

FAMILIES—See also FATHERS; MOTHERS; LOW INCOME; HOUSEHOLDS
- Black Female Unemployment 2-095
- Budgets, Earnings, and Work of Married Women 6-254
- Changes in Labor Force Participation 6-048
- Dual Careers 4-023D
- Educational Attainment and Adult Status of Brothers 6-063
- Effect of Welfare Women's Working on Their Family 2-066
- Impact of Human Resources Policies on Geographic Mobility 5-001
- Inflation and Distribution of Income 6-137
- Labor Force Mobility of Females 6-034
- Life-Cycle Time Allocation of Families 6-135
- Paternal Authority, Work Training, and Income Maintenance Programs 2-077
- Population Characteristics Affecting WIN Outcomes 2-058
- Pre-Retirement Years 4-023A
- Study of Unemployment Insurance Exhaustees 2-083
- WIN Demonstration Project Design 2-063
- WIN: Making Adults Economically Independent 2-091
- Women's Postgraduate Employment 6-222
- Work and Income in Urban Poverty Areas 4-029

FAMILY ASSISTANCE PLAN
- Dual Careers 4-023D
- Federal Programs, Legislation, and Their Manpower Implications 5-007
- Public Assistance and Manpower Policy of Great Britain 6-244
- Work Hours of Low-Income Household Heads 6-064

FAP—See FAMILY ASSISTANCE PLAN

FARM WORKERS—See also MIGRANTS
- Effects of Technology on Organizational Structure 6-086
- Employment and Income: Puerto Rico Simulation Model 6-223
- Labor Market Institutions of Rio Grande Valley 2-050
- Manpower Institutional Grant (1970): University of Utah 6-023
- Negro Employment in the South 2-046
- Nonfarm Employment Problems of Farm Laborers 2-119
- Nonfarm Work by Farm Families 6-215
- Searching for a Successful Agricultural Migrant 6-168
- Structural Analysis of the Knights of Labor 6-157
- Texas Migrant Demonstration Project 3-087
- Upgrading in Agriculture 3-046

FATHERS—See also FAMILIES; MEN
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Paternal Authority, Work Training, and Income Maintenance Programs 2-077

FEASIBILITY STUDY
- Employability Among the Visually Impaired 6-155
- Employment Alternative to Welfare 2-078
- Feasibility for Research on Public Utility Labor Market 4-042
- Feasibility of Computerized Manpower System for Construction Industry 1-018
- Innovations in Apprenticeship 2-011
- Retaining Problem Drinkers on the Job 2-004
- Task Modules for Validation of BOLT 3-005

Federal Contract—See FEDERAL FUNDING

FEDERAL FUNDING—See also MANPOWER PLANNING, RESEARCH AND DEVELOPMENT
- Demand for Workers in the U.S. Economy 6-092
- Employment Generated by New Government Contracts 5-017
- Employment Impact of Federal Assistance for Minority Businesses 5-016
- Federal Programs, Legislation, and Their Manpower Implications 5-007
- Reduced Research Funding and University Scientists 6-068

FEDERAL GOVERNMENT—See also GOVERNMENT WORK
- Employment Generated by New Government Contracts 5-017
- Federal Government and Private Sector Wage Differentials 6-200
- Negro Employment in Southern Construction Industry 2-045
- Negro Employment in the South 2-046
- NOW: The Formative Years 6-145
- Social Workers in Manpower Programs 6-177
- Upward Mobility Through Job Restructuring 3-067

Females—See WOMEN

FERTILITY—See also WOMEN; POPULATION
- Birth Expectations and Work Experience 4-013
- Births and Women's Labor Force Participation 6-193
- Dual Careers 4-023D
- Fertility and Labor Participation of Married Women 6-249
- Interrelationship Between Female Employment and Fertility 6-117
- Labor Force Participation and Mothers' Fertility 6-126
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- National Longitudinal Surveys Clearinghouse 4-023E
- Women and the American Occupational Structure 6-257

FILMS
- Facilitating the Adoption of New Procedures 1-004
- Staff Training for Basic Education 3-014
- Vocational Guidance in High School 3-022
- Women in Wisconsin Apprenticeship 2-015

FIRE FIGHTERS
- Evaluation of Tutoring for Firefighter Examination 3-010

FISCAL POLICY—See also FEDERAL FUNDING
- Impact of Fiscal Policies on Labor Supply 6-101
- Where Have All the Dollars Gone? 1-011D

FLORIDA
- Manpower Institutional Grant (1974): Memphis State University 6-003

FOOD SERVICE INDUSTRY
- Career Progression Systems—Food Service Industry 3-047B
- Part-Time Employment in Food Services 6-061
- Upgrading in the Food Service Industry 3-050

FOREIGN MANPOWER POLICY
- American Reactions to Foreign Apprenticeship Practices 2-008
- European Manpower Policies 6-212
- Innovations in Apprenticeship 2-011
- Manpower Institutional Grant (1970): The Ohio State University 6-020

- FOREIGN TRADE AND INVESTMENTS
  - Adjustment to Freer Trade 6-028
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - Employment Impact of Multinational Corporations 5-003
  - Manpower Institutional Grant (1970): Southern Methodist University 6-022
- Foremen—See SUPERVISION
- Four Day Workweek—See WORK SCHEDULES
- FRICTIONAL UNEMPLOYMENT
  - Effects of Adjustment Assistance on Displaced Workers 6-224
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Optimal Timing of Training Subsidies 6-240
- FRINGE BENEFITS
  - Labor Market and Private Retirement Systems 6-131
  - Manpower Utilization in the Homebuilding Industry 6-217
  - Maternity Leave Benefits 2-096
  - Retaining Problem Drinkers on the Job 2-004
  - Services for Workers at the Workplace 4-046
  - Sheltered Workshops and Handicapped Clients Survey 3-045
  - Supplemental Uses of the Workplace 4-049
- Fruit and Vegetable Harvesting—See FARM WORKERS

G

- G.I. BILL OF RIGHTS—See also VETERANS
  - Facilitating Employment of Disabled Veterans 2-054
  - Higher Education: The G.I. Bill of Rights 6-076
- Garbagemen—See SANITATION WORKERS
- GARNISHMENT OF WAGES
  - Garnishment and Employability Among WIN Families 2-081
  - Sociological Aspects of Debt Entanglement 6-178
- GATEWAY PROJECT
  - New Occupations Demonstration Project 3-060
- GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION
  - Developing a Model for Youth Education 3-006
  - Developing In-House Education for NYC-2 3-016
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Effectiveness of Graham Associates NEP on NYC-2 3-019
  - New Education Programming in Manpower Training Projects 2-111
- Geographic Immobility—See GEOGRAPHIC MOBILITY
- GEOGRAPHIC MOBILITY—See also MIGRATION; MOBILITY ASSISTANCE
  - Career Patterns of 2-Year College Graduates 6-046
  - Career Thresholds 4-023C
  - Dual Careers 4-023D
  - Economic Assimilation of Mexican Americans in Michigan 6-150
  - Economic/Psychological Analysis of Teacher Mobility 6-075
  - Geographic Mobility Among Selected Young Workers 6-119
  - Impact of Human Resources Policies on Geographic Mobility 5-001
  - Interregional Labor Force Migration 6-030
  - Labor Mobility and Income Change 6-232
  - Labor Mobility Project (Michigan) 3-085
  - Labor Mobility Project (North Carolina) 3-082
  - Labor Relocation Assistance: Tuskegee Institute 6-132
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - Mississippi STAR Labor Mobility Project 3-084
  - Multiracial Work Forces in Coal, 1880-1930 6-097
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - New Businesses and Urban Employment Opportunities 4-006
  - Nonfarm Employment Problems of Farm Laborers 2-119
  - Occupational Licensing and Public Policy 5-010
  - Relationship between Employment, Unemployment, and Migration 4-017
  - Relocation: Policy and Economic Development 3-088
  - Review of Labor Market Analysis R&D 1-065
  - Years for Decision 4-023B
- GEORGIA
  - Low-Income Families in Four Rural Counties 4-012
  - Manpower Institutional Grant (1974): Memphis State University 6-003
- GEORGIA, ATLANTA
  - Casual Labor in Temporary Help Jobs 4-030
  - Increasing Minority Women's Employment in Atlanta 2-049
  - Metropolitan Labor Market 4-002K
  - Supported Employment Planning in Atlanta 3-033
- GHETTO RESIDENTS—See also INNER-CITY RESIDENTS
  - Community Elite Corps 2-101
  - Employment of Ghetto Residents 4-015
  - Geographical Immobility and Low-Income Area Unemployment 6-088
  - Ghetto Economic Corporations 6-183
  - Good Jobs, Poor Jobs 4-002A
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Unemployment in the Urban Core 4-034
  - Work and Income in Urban Poverty Areas 4-029
- Girls—See YOUNG WOMEN
- Goods Producing Industries—See MANUFACTURING
- Government Contract—See FEDERAL FUNDING
- GOVERNMENT POLICIES—See also FEDERAL FUNDING; MANPOWER POLICY
  - Bureaucratic Competition and Intergovernmental Relations 6-108
  - Econometric Analysis of Effects of Labor Subsidies 5-014
  - Effect of a Criminal Record on Employment 2-027
  - Higher Education: The G.I. Bill of Rights 6-076
  - Impact of Fiscal Policies on Labor Supply 6-101
  - Job Satisfaction and Parolee Recidivism 1-049A
  - Labor Effort Disincentives of Negative Income Taxation 6-124
  - Labor Market Segmentation 4-005
  - Occupational Mobility Among Unionized Civil Service Employees 6-149
  - Optimal Timing of Training Subsidies 6-240
  - Public Service Employment for the Disadvantaged 6-159
  - Study of Female Family Heads 6-106
- GOVERNMENT PROGRAM IMPACT ON MANPOWER
  - Effects of Military Experience 5-002
  - Employment Generated by New Government Contracts 5-017
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Manpower Impact of Government Programs and Policies 5-006
  - WIN Tax Credit Program (Talmadge Amendments) 2-092A
- GOVERNMENT WORK—See also FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENT; CIVIL SERVICE
  - Career Opportunities Development Program 4-038
  - Employment Alternative to Welfare 2-078
  - Labor in Nonprofit Industries and Government 4-011
  - Manpower Institutional Grant (1970): University of Oregon 6-021
- GREAT BRITAIN
  - Effect of Collective Bargaining on Low-Wage Employment 4-028
  - Public Assistance and Manpower Policy of Great Britain 6-244
- Guaranteed Job Program—See PUBLIC EMPLOYMENT PROGRAMS
- Guidance—See COUNSELING AND GUIDANCE
- GUIDELINES FOR MANPOWER PROGRAMS—See also MANPOWER PLANNING AND ADMINISTRATION; MANPOWER PROGRAM MANAGEMENT
  - American Scholarship Association Westchester Program 2-105
  - Developing a Model for Youth Education 3-006
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Model Health Care Career Program 2-103
  - Model NYC Programs for Rural Youth 2-107
  - NYC Goes to Community College 2-112
  - NYC-2 Goes to Community College 2-104
  - Operation Young Adults: A Work-Study Program 2-114
  - Survey and Analysis of In-School NYC Programs 1-009
  - Testing of Various Methodologies for Increasing Job Listings 1-048

H

- HANDBOOKS—See also INSTRUCTIONAL MATERIALS
  - Effects of a Human Resource Center 4-037
  - Engineers, Unemployed, Job Search Workshops 2-017
  - Expansion of Pre-Trial Intervention Programs 2-030
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108

Experimental Manpower Laboratory: Social Systems Intervention 3-073
Facilitating the Adoption of New Procedures 1-004
Handbook for Employment of the Slow Learner 2-121, 2-122
Health Services Mobility Study 3-055
Job Training and Development for UI Exhaustees 3-086
Mississippi STAR Labor Mobility Project 3-084
Model NYC Programs for Rural Youth 2-107
National Longitudinal Surveys of Labor Force Behavior 4-023
New Occupations Demonstration Project 3-060
Offender Employment Restrictions 2-039
Paroling Authorities and Inmate Training 2-032
Prisoner Rehabilitation Through Behavior Modification 2-031
Project VEHTS 2-055
Public Service Employment and Upgrading Project in Vermont 3-027
Social Reinforcement in a Juvenile Delinquency Project 2-033
Upward Mobility Through Job Restructuring 3-067
Vocational Guidance in High School 3-022
YMCA Manpower Project 3-083

HANDICAPPED—(Projects dealing principally with this subject appear in Chapter 2K.)
Employability Among the Visually Impaired 6-155
Employment of Handicapped in State Civil Service 4-041
Facilitating Employment of Disabled Veterans 2-054
Handbook for Employment of the Slow Learner 2-121
Labor Force Characteristics of Puerto Rican Migrants 2-042
Occupational Choice of the Blind 6-239
Project Volunteer Power 2-126
Sheltered Workshops and Handicapped Clients Survey 3-045

HARD CORE—See also UNEMPLOYMENT
Experimental Manpower Laboratory: Disadvantaged Youth 2-108
Geographical Immobility and Low-Income Area Unemployment 6-088
Program for Information on Manpower Services 1-040
Reducing the Hard Core Unemployed's Alienation 6-100

HAWAII
Manpower Institutional Grant (1974): San Francisco State University 6-011

Heads of Families—See FAMILIES

HEALTH
Adjusting to Employment Termination 6-209
Dual Careers 4-023D
Health of Working and Nonworking Poverty Mothers 2-094
Pre-Retirement Years 4-023A
Services for Workers at the Workplace 4-046

HEALTH AND SAFETY ATTITUDES—See also OCCUPATIONAL SAFETY AND HEALTH
Effectiveness in Work Roles 4-053

HEALTH CARE
Better Budgeting for Human Resource Programs 1-011C
Health of Working and Nonworking Poverty Mothers 2-094
Manpower Institutional Grant (1970): University of Utah 6-023
Where Have All the Dollars Gone? 1-011D
WIN Health Assessment Project 2-088
Work Relationships in Medical Care Delivery 6-207

HEALTH MANPOWER—See also PHYSICIANS; NURSES
Career Ladders for Lodging Industry Housekeepers 3-062
Career Patterns of Women Physicians 6-045
Demand and Training for Dental Hygienists 6-056
Expanding Benefits of Manpower Research Products 1-058
Expectancy Theory of Motivation 6-094
Federal Programs, Legislation, and Their Manpower Implications 5-007
Four-Day Workweek in Hospitals 6-104
Health Services Mobility Study 3-055
Human Services Manpower Career Center 1-038
Manpower Institutional Grant (1970): Brandeis University 6-014
Manpower Institutional Grant (1970): The Ohio State University 6-020
New Occupations Demonstration Project 3-060
New Skill Content Translation into Vocational Education Curricula 3-012
Nursing Salary and Promotion Structure 6-238
Occupational Licensing and Public Policy 5-010
Occupational Licensure of Allied Health Programs 6-147
Proficiency Examinations for Medical Laboratory Workers 3-061
Project VEHTS 2-055
Restructuring Health Manpower Organizations 3-057
Upgrading Blue-Collar and Service Workers 4-002O
Work Relationships in Medical Care Delivery 6-207

Help Wanted Ads—See NEWSPAPER ADVERTISEMENTS

HIGH INTENSITY TRAINING
Advanced High Intensity Training 3-048
Upgrading in Cleveland 3-066

High School Dropouts—See DROPOUTS

HIGH SCHOOLS
Career Thresholds 4-023C
Coop Education in School-to-Work Transition 3-021
In-School NYC Enrollees Employed in Action-Research 2-106
Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
Manpower Institutional Grant (1970): The Ohio State University 6-020
New Skill Content Translation into Vocational Education Curricula 3-012
Summer/In-School NYC Vocational Exploration 2-118
Urban Teacher Attitudes Toward Male/Female Supervisors 6-052
Vocational Guidance in High School 3-022

HIGH-LEVEL JOBS—See also ELITE OCCUPATIONS
Manpower R&D Activities of DOL/AEC 3-068
Successful Career Women 4-002Q

HIGHWAY CONSTRUCTION
Urban Renewal Impact on Black Business 6-035

HIRING PRACTICES—See also RECRUITMENT; JOB PLACEMENT
Attitudes Regarding the Public Employment Service 1-047
Casual Labor in Temporary Help Jobs 4-030
Econometric Model of Minority Hiring 6-072
Effect of a Criminal Record on Employment 2-027
Employer Practices in Hiring Addicts 2-002
Employer Tax Credit and WIN Registrants 4-040
Employment of Handicapped in State Civil Service 4-041
Executive Order 11598 and the Employment Service 1-034
Expanding Benefits of Manpower Research Products 1-058
Impact of Court Cases on Minority Employment 5-005
Incentives and Obstacles to Hiring of the Disadvantaged 6-110
Institutional Racism 6-115
Manpower Institutional Grant (1970): Southern Methodist University 6-022
Minority Women in White-Collar Jobs 2-047
Newspaper Advertisements as Labor Market Indicators 1-017
Organizational Analysis of Engineer Hiring 6-151
Predicting Job or Training Tenure 3-076
Prisoner Rehabilitation Through Behavior Modification 2-031
Review of Labor Market Analysis R&D 1-065
Small Market Clerical/Laborer Wage Differentials 6-099
State Employment Service Professional Selection System 1-042
Wage Versus Job Competition 4-052
Women in Temporary Help Jobs 4-019
Workfare's Impact on Employable Welfare Recipients 2-070

HIT—See HIGH INTENSITY TRAINING

Homebuilding—See CONSTRUCTION INDUSTRY

Homemakers—See HOUSEHOLD WORKERS

Hometown Plans—See AFFIRMATIVE ACTION PLANS

HOSPITALS—See also HEALTH MANPOWER
Four-Day Workweek in Hospitals 6-104
Health Services Mobility Study 3-055
Manpower Institutional Grant (1970): UCLA 6-015
Nursing Salary and Promotion Structure 6-238
Restructuring Health Manpower Organizations 3-057

HOTELS
Organization Impact of Hiring the Disadvantaged 2-123

Hours of Work—See WORK SCHEDULES

HOUSEHOLD WORKERS—(Projects dealing principally with this subject appear in Chapter 2D.) See also HOUSEKEEPERS
Homemaker Service Demonstration Training Project 2-021
Homemaker Training Project 2-022
Household Service Organization Development Project 2-023
National Pilot Program on Household Employment 2-024
Nonfarm Work by Farm Families 6-215

  Project SURGE 2-025
HOUSEHOLDS—See also FAMILIES
  Assets, Labor Supply, Consumption Over the Life Cycle 6-041
  Nonfarm Work by Farm Families 6-215
HOUSEKEEPERS—See also HOUSEHOLD WORKERS
  Career Ladders for Lodging Industry Housekeepers 3-062
HOUSING SEGREGATION—See also DESEGREGATION
  Housing Discrimination Effect on Negro's Commuting 6-084
  Housing Segregation, Employment Decentralization, and Minority Labor Supply 6-089
HUMAN CAPITAL—See also EDUCATION; TRAINING
  Career Thresholds 4-023C
  Dual Careers 4-023D
  Employment Quality and Self-Investment in Work 6-245
  Human Capital Depreciation 6-060
  Logit Model With Reference to Wage Subsidies 6-214
  Manpower Institutional Grant (1970): University of Utah 6-023
  Measuring Economic Value of Schooling Output 6-142
  National Longitudinal Surveys Clearinghouse 4-023E
  Working Conditions, Wage Rates, and Human Capital 6-206
HUMAN RESOURCE DEVELOPMENT POLICY
  Better Budgeting for Human Resource Programs 1-011C
  California's Job Agent System 1-037
  Characteristics of Employees Hired by NAB Employers 6-042
  Foundations of a Labor Market Information System 1-011
  Human Economy 4-002G
  Human Services Manpower Career Center 1-038
  Impact of Human Resources Policies on Geographic Mobility 5-001
  Manpower Institutional Grant (1970): Brandeis University 6-014
  Manpower Institutional Grant (1970): The Ohio State University 6-020
  Wage Versus Job Competition 4-052
  Where Have All the Dollars Gone? 1-011D
HUMAN RESOURCES—See also MANPOWER PLANNING, RESEARCH AND DEVELOPMENT
  Better Budgeting for Human Resource Programs 1-011C
  Federal Programs, Legislation, and Their Manpower Implications 5-007
  Human Economy 4-002G
  Human Resources in the U.S. and Japan 6-180
  Manpower and the Metropolis 1-066
  Manpower Utilization in Local Government 4-002L
  Model University Human Resources Programs 1-055
  Rural Labor Markets 4-027
  University and Manpower Educational Services 1-070
  Where Have All the Dollars Gone? 1-011D
HUMAN SERVICE AGENCIES
  Human Services Manpower Career Center 1-038
  Indigenous Nonprofessionals in Human Service Organizations 6-198
  Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
HUMAN SERVICE OCCUPATIONS
  Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-049
  Human Services Manpower Career Center 1-038
  Indigenous Nonprofessionals in Human Service Organizations 6-198
HUSTLING
  Unemployment in the Urban Core 4-034

I

IDAHO
  Manpower Institutional Grant (1974): Oregon State University 6-009
Illegal Immigrants—See ALIENS
Illegal Occupations—See HUSTLING
ILLINOIS
  Manpower Institutional Grant (1974): Oakland University 6-007
  Model University Human Resources Programs 1-055
  Perceived Occupational Similarities 6-242
ILLINOIS, CHICAGO
  Human Services Manpower Career Center 1-038
  Manpower and Economic Indicators and Forecasts 1-003
  Manpower Utilization in Local Government 4-002L
  Metropolitan Labor Market 4-002K
  Project VEHTS 2-055
  White-Collar Work 6-255
  Work and Income in Urban Poverty Areas 4-029
ILLINOIS, COOK COUNTY
  Decision to Participate in WIN (Illinois) 2-062
  Decision to Participate in WIN (Ohio) 2-060
IMMIGRANTS—See also ALIENS
  Immigrants and the American Labor Market 4-018
  Immigrants in the Labor Force 4-021
  Labor Supply for Lower-Level Occupations 4-020
  Study of Alien Labor Certification Program 4-007
IMMIGRATION—See also MIGRATION
  Immigrants and the American Labor Market 4-018
IMPACT OF MANPOWER POLICIES
  Bureaucratic Competition and Intergovernmental Relations 6-108
  Employment Impact of Federal Assistance for Minority Businesses 5-016
  Federal Programs, Legislation, and Their Manpower Implications 5-007
  Labor Market, Inflation, and Manpower Policy 4-004
  Manpower Impact of Government Programs and Policies 5-006
  Manpower Institutional Grant (1970): Brandeis University 6-014
  Manpower Research and Formation of Policy 1-067
  Paternal Authority, Work Training, and Income Maintenance Programs 2-077
Impact Of Training—See TRAINING EFFECTIVENESS AND IMPACT
IN-MIGRANTS
  Impact of Human Resources Policies on Geographic Mobility 5-001
  Occupational Adjustments of Recent In-Migrants 2-124
  Relationship between Employment, Unemployment, and Migration 4-017
In-School Programs—See NEIGHBORHOOD YOUTH CORPS
INCENTIVES—See also MOTIVATION; WORK INCENTIVE PROGRAM (WIN)
  Decision to Participate in WIN (Illinois) 2-062
  Decision to Participate in WIN (Michigan) 2-061
  Decision to Participate in WIN (Ohio) 2-060
  Employee Participation in Pay Plan Development 4-054
  Future Orientation and Expectations as Success Predictors 6-098
  Incentives and Disincentives in WIN 2-072
  Labor Effort Disincentives of Negative Income Taxation 6-124
  Labor Market, Inflation, and Manpower Policy 4-004
  Pre-Retirement Years 4-023A
  Searching for a Successful Agricultural Migrant 6-168
  Study of Unemployment Insurance Exhaustees 2-083
  Training Incentive Payments Program (TIPP) 3-065
  Unionized New York Social Service Employees 6-185
INCOME—See also EARNINGS, WAGES
  Assets, Labor Supply, Consumption Over the Life Cycle 6-041
  Black and Ethnic Employment Patterns and Economic Performance 6-203
  Dual Labor Market 6-069
  Effects of Enrollment in Manpower Programs 1-057
  Employment and Income: Puerto Rico Simulation Model 6-223
  Financial Resources of Released Prisoners 6-226
  Human Resources in the U.S. and Japan 6-180
  Inequality and Urban Crisis 6-113
  Job Training, Personality, and Labor Market Conditions 6-229
  Manpower Institutional Grant (1970): Virginia State College 6-024
  Manpower Research and Formation of Policy 1-067
  National Longitudinal Surveys Clearinghouse 4-023E
  National Models of Factor Income Distribution 6-054
  Pre-Retirement Years 4-023A
  Resource Adjustment and Mechanization in the Tobacco Industry 4-033
  Spanish Americans in the Labor Market 2-051
  Work Hours of Low-Income Household Heads 6-064
INCOME DIFFERENTIALS
  Budgets, Earnings, and Work of Married Women 6-254
  Career Thresholds 4-023C

  - Economic Status of Asians and Blacks in California 6-163
  - Incentives and Obstacles to Hiring of the Disadvantaged 6-110
  - Inequality and Urban Crisis 6-113
  - Inflation and Distribution of Income 6-137
  - Labor Mobility and Income Change 6-232
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - National Models of Factor Income Distribution 6-054
  - Sex Differences in Income Determination 6-171
- INCOME MAINTENANCE
  - Impact of Fiscal Policies on Labor Supply 6-101
  - Incentive Effects of Income Maintenance on Labor Supply 6-187
  - Income Maintenance for Ex-Offenders 2-036
  - Income Maintenance Programs 6-085
  - Inequality and Urban Crisis 6-113
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Public Assistance and Manpower Policy of Great Britain 6-244
- INCOME TAX—See also NEGATIVE INCOME TAX; TAXES
  - Tax Law Effect on Labor Supply of Married Women 6-107
- INCOMES POLICY—See also ECONOMIC POLICY
  - National Models of Factor Income Distribution 6-054
- INDIAN MANPOWER PROGRAMS (CETA)
  - Manpower Institutional Grant (1974): Oklahoma State University 6-008
  - Model Urban Indian Centers 2-043
- INDIANA
  - Economic/Psychological Analysis of Teacher Mobility 6-075
  - Manpower Institutional Grant (1974): Oakland University 6-007
- INDIANA, INDIANAPOLIS
  - Affirmative Action Plans in Construction 5-011
- INDIANS
  - Economic Development in a Navajo Community 6-029
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Manpower Institutional Grant (1974): Oklahoma State University 6-008
  - Manpower Research and Formation of Policy 1-067
  - Model Rural Youth Projects for Southwest 2-115
  - Model Urban Indian Centers 2-043
  - Rural Labor Markets 4-027
  - Spanish Americans in the Labor Market 2-051
- INDIGENOUS PERSONNEL
  - Indigenous Nonprofessionals in Human Service Organizations 6-198
  - Role Conflicts of Indigenous Welfare Aids 6-165
- INDIVIDUAL NEEDS ASSESSMENT—See also ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES
  - Systems Approach to Taxonomy of Disadvantagement 3-077
- INDIVIDUALIZED INSTRUCTION
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Staff Training for Basic Education 3-014
- INDUSTRIAL MANAGEMENT
  - Industrialization, Responses, and Uses of the Political System 6-112
  - Management-Worker Collaboration in Job Structuring 1-068B
  - Services for Workers at the Workplace 4-046
- INDUSTRIAL MOBILITY
  - Good Jobs, Poor Jobs 4-002A
  - Labor Mobility and Income Change 6-232
  - Manpower Utilization in Labor Markets 4-043
  - Negro Employment in the South 2-046
  - New Businesses and Urban Employment Opportunities 4-006
  - Rural Industrialization and Poverty in the South 4-026
  - Rural Labor Markets 4-027
- Industrial Projections—See ECONOMIC FORECASTING
- INDUSTRIAL RELATIONS—See also COLLECTIVE BARGAINING
  - Industrial Relations Information Service 6-216
  - Labor Market Segmentation 4-005
  - Manpower Utilization in Local Government 4-002L
  - Technological & Operational Change: Impact on Railroads 6-103
  - Upgrade Training in Canning—Planning Phase 3-064
  - Work and Values 4-002I
- INDUSTRIAL RELATIONS INFORMATION SERVICE
  - Industrial Relations Information Service 6-216
- INDUSTRIAL WORKERS
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - South Carolina's Industry Start-Up Training Program 3-079
- Industries—See specific industry
- INDUSTRY PRACTICES
  - Black Male Professionals in Industry 4-058
  - Career Progression Systems in a Manufacturing Corporation 3-047A
  - Career Progression Systems—Food Service Industry 3-047B
  - Case Study of Employer Training 4-051
  - Construction Manpower Development and Utilization 4-022
  - Effects of a Human Resource Center 4-037
  - Feasibility for Research on Public Utility Labor Market 4-042
  - Impact of Court Cases on Minority Employment 5-005
  - Impact of Laws Prohibiting Sex Discrimination 6-102
  - In-Plant Upgrading and Mobility Patterns 3-058
  - Industrialization, Responses, and Uses of the Political System 6-112
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Manpower R&D Activities of DOL/AEC 3-068
  - Manpower Research and Formation of Policy 1-067
  - Maternity Leave Benefits 2-096
  - Metropolitan Labor Market 4-002K
  - Minority Mobility Project 3-047C
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Negro Employment in the South 2-046
  - Part-Time Employment in Food Services 6-061
  - Private Pensions and Involuntary Retirement 4-047
  - Total and Primary Factor Productivity 6-143
  - Unemployment in the Defense Industry 6-197
  - Upgrading in Private Industry 3-051
  - Upgrading in the Food Service Industry 3-050
  - WIN Tax Credit Program (Talmadge Amendments) 2-092A
  - Work and Values 4-002I
- INFLATION—See also UNEMPLOYMENT/INFLATION TRADEOFF
  - Demand and Supply Considerations of Expanded Public Employment Program 1-049E
  - Inflation and Distribution of Income 6-137
  - Long-Run Tradeoff Between Unemployment and Inflation 6-191
  - Nonseparable Approach to Labor Market Substitution 6-186
  - Rate of Wage Inflation 6-067
  - Where Have All the Dollars Gone? 1-011D
- Information Needs—See INFORMATION SYSTEMS
- INFORMATION SYSTEMS—See also LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; MANPOWER SERVICES INFORMATION
  - Development of an Opportunity Program Manpower Information System 1-014
  - Economic Assimilation of Mexican Americans in Michigan 6-150
  - Employment Generated by New Government Contracts 5-017
  - Industrial Relations Information Service 6-216
  - Information System for Urban Manpower Programs 1-026
  - Intersystem Linkage and Research Utilization 1-060
  - Labor Market: An Information System 1-011B
  - Manpower Research and Formation of Policy 1-067
  - Metropolitan Labor Market: New York 1-011A
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Worker Differences in Satisfaction With Work Itself 6-038
- Inmates—See CORRECTIONS
- Inmigration—See MIGRATION
- INNER-CITY RESIDENTS—See also GHETTO RESIDENTS
  - Adolescent Boys in the Inner City 6-210
  - Community Building Services Training Project 2-041
  - Employment Expansion in a Suburban Labor Market 4-002M
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - In-School NYC for Young Girls 2-109
  - Interorganizational Relations and Inner-City Manpower Programs 1-063
  - Manpower and the Metropolis 1-066
  - New Businesses and Urban Employment Opportunities 4-006

New Occupations Demonstration Project 3-060
INPUT-OUTPUT MODELS—See also MANPOWER PROJECTIONS
  Demand for Workers in the U.S. Economy 6-092
  Employment and Income: Puerto Rico Simulation Model 6-223
INSTITUTIONAL CHANGE
  Assessment of Migrant Farm Worker Demonstration 1-051
  Changing Schedules of Work 4-039
  Employment of Handicapped in State Civil Service 4-041
  Homemaker Service Demonstration Training Project 2-021
  Homemaker Training Project 2-022
  Household Service Organization Development Project 2-023
  New Occupations Demonstration Project 3-060
  Project SURGE 2-025
  Texas Migrant Demonstration Project 3-037
INSTITUTIONAL GRANTS—(Projects dealing principally with this subject appear in Chapter 6A and 6B.)
Institutional Racism—See RACIAL DISCRIMINATION
INSTRUCTIONAL MATERIALS—See also EDUCATION, TRAINING, CURRICULA, HANDBOOKS, VIDEOTAPES
  Basic Education Services in Manpower Training Programs 3-003
  Developing a Model for Youth Education 3-006
  Developing In-House Education for NYC-2 3-016
  Effectiveness of Graham Associates Demonstration Project 2-117
  Effectiveness of Graham Associates NEP on NYC-2 3-019
  Facilitating the Adoption of New Procedures 1-004
  Manpower Institutional Grant (1974): Boston University 6-001
  Manpower Institutional Grant (1974): Memphis State University 6-003
  Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  Manpower Institutional Grant (1974): Oakland University 6-007
  Manpower Institutional Grant (1974): Oklahoma State University 6-008
  Manpower Institutional Grant (1974): Oregon State University 6-009
  Manpower Institutional Grant (1974): Pan American University 6-010
  Manpower Institutional Grant (1974): San Francisco State University 6-011
  Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
  Manpower Institutional Grant (1974): University of Houston 6-002
  Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
  Manpower Institutional Grant (1974): University of Utah 6-012
  Manpower Institutional Grant (1974): West Virginia University 6-013
  Manpower Policy and Programs—A Planning Project 6-234
  New Education Programming in Manpower Training Projects 2-111
  Prisoner Rehabilitation Through Behavior Modification 2-031
  Project BOLT 3-015
  Upward Mobility Through Job Restructuring 3-067
  Vocational Guidance in High School 3-022
INSTRUCTORS—See also TEACHERS
  Basic Education Services in Manpower Training Programs 3-003
  Developing In-House Education for NYC-2 3-016
Intelligence—See MENTAL ABILITY
Intelligence Testing—See TESTING
INTERAGENCY RELATIONS
  Bureaucratic Competition and Intergovernmental Relations 6-108
  Computerized Interarea Job Clearance System 1-023
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  Impediments to Alliance of WIN/CETA 1-007
  Interorganizational Relations and Inner-City Manpower Programs 1-063
  Manpower Institutional Grant (1970): Cornell University 6-016
  Model University Human Resources Programs 1-055
  University and Manpower Educational Services 1-070
INTERFIRM MOBILITY
  Career Thresholds 4-023C
  Intraorganizational Occupational Mobility 6-118
  Labor Mobility and Income Change 6-232
  Manpower Utilization in Labor Markets 4-043
  Pre-Retirement Years 4-023A
  Years for Decision 4-023B
INTERNAL LABOR MARKET—See also UPGRADING
  Advanced High Intensity Training 3-048
  Career Progression Systems 3-047
  Career Progression Systems—Food Service Industry 3-047B
  Enhancement of Worker Mobility and Job Opportunity 3-053
  Feasibility for Research on Public Utility Labor Market 4-042
  Manpower Institutional Grant (1970): Cornell University 6-016
  Manpower Training Programs for Women 6-138
  Manpower Utilization in Labor Markets 4-043
  Minority Mobility Project 3-047C
  Occupational Licensure of Allied Health Programs 6-147
  Pilot Manpower Training Advisory Service for Employers 4-045
  Public Utility Internal Labor Market Study 4-048
  Training Incentive Payments Program (TIPP) 3-065
  Upgrading in Cleveland 3-066
  Upgrading in Private Industry 3-051
INTERNATIONAL MANPOWER
  Employment Impact of Multinational Corporations 5-003
  European Manpower Policies 6-212
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  Manpower Institutional Grant (1970): UCLA 6-015
  Manpower Institutional Grant (1970): University of Utah 6-023
  Military Labor Markets 6-144
International Trade—See FOREIGN TRADE AND INVESTMENTS
Interorganizational Relations—See INTERAGENCY RELATIONS
INTERSYSTEM LINKAGES
  Alternatives to Incarceration 2-028
  Computerized Interarea Job Clearance System 1-023
  Drug Abuse Prevention in Youth Resident Centers 2-003
  Facilitating the Adoption of New Procedures 1-004
Intrametropolitan—See METROPOLITAN
INVESTMENT—See also RETURNS ON EDUCATIONAL INVESTMENT
  Human Resources in the U.S. and Japan 6-180
  Investment Priorities in Urban Black Communities 6-066
  National Longitudinal Surveys Clearinghouse 4-023E
  Rates of Return to Educational Investment 6-161
IOWA
  Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
  Model NYC Programs for Rural Youth 2-107
IRIS—See INDUSTRIAL RELATIONS INFORMATION SERVICE

J

JAPAN
  Bridges to Work for Young People 4-002B
  Effect of Collective Bargaining on Low-Wage Employment 4-028
  Human Resources in the U.S. and Japan 6-180
  Manpower Institutional Grant (1970): Southern Methodist University 6-022
  Manpower Institutional Grant (1970): University of Utah 6-023
  Preparation for Work 4-002R
  Total and Primary Factor Productivity 6-143
  Wage Differentials in Japanese Manufacturing 6-160
  Youth Labor Market: International Variations 4-002P
Jet—See JOBS, EDUCATION AND TRAINING
JOB AGENT SYSTEM
  California's Job Agent System 1-037
JOB ANALYSIS
  Analyses of WIN Team Functioning and Job Requirements 2-057
  Demand and Supply Considerations of Expanded Public Employment Program 1-049D
  Handbook for Employment of the Slow Learner 2-121
  Health Services Mobility Study 3-055
  Human Services Manpower Career Center 1-038

  - New Skill Content Translation into Vocational Education Curricula 3-012
  - Ohio ES Upgrading Program 3-069
  - OJT for Precision Machinist Apprentices 2-005
  - Performance Based Apprentice Training 2-009
  - Proficiency Test for Technical Occupations 2-009A
  - Program Instruction for WIN Employability Orientation 2-065
  - Public Service Employment vs. the Private Sector 1-049C
  - Restructuring Health Manpower Organizations 3-057
  - Review of Job Analysis R&D 1-064
  - Role Performance and Organizational Commitment 6-167
  - Searching for a Successful Agricultural Migrant 6-168
  - State Employment Service Professional Selection System 1-042
  - Task Modules for Validation of BOLT 3-005
  - Upgrading in Agriculture 3-046
  - Upgrading in the Food Service Industry 3-050
  - Worker Differences in Satisfaction With Work Itself 6-038
- JOB APPLICANTS
  - Executive Order 11598 and the Employment Service 1-034
  - Experimental Manpower Laboratory: Social Systems Intervention 3-073
  - Job Offer Response and Labor Market Conditions 6-243
  - Organizational Analysis of Engineer Hiring 6-151
  - Predicting Job or Training Tenure 3-076
- Job Attitudes—See WORK ATTITUDES
- JOB BANK—See also JOB INFORMATION SERVICE; JOB LISTING
  - Computerized Interarea Job Clearance System 1-023
  - Computerized Job Matching: Utah State Employment Service 6-213
  - Job Bank: A Case Study 1-028
- Job Coaching—See COACHING
- JOB CORPS—See also RESIDENTIAL JOB CENTERS
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Economic Analysis of the Job Corps 6-074
  - New Education Programming in Manpower Training Projects 2-111
- JOB CREATION—See also PUBLIC EMPLOYMENT PROGRAMS, WORK EXPERIENCE PROGRAMS, WAGE SUBSIDIES; SUPPORTED EMPLOYMENT
  - Econometric Analysis of Effects of Labor Subsidies 5-014
- JOB DESCRIPTION—See also JOB ANALYSIS
  - Working Conditions, Wage Rates, and Human Capital 6-206
- JOB DEVELOPMENT
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Creating Opportunities in Trucking for Minorities 2-053
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Improvement of Employer Services in the Employment Service 1-039
  - Increasing Minority Women's Employment in Atlanta 2-049
  - Increasing Minority Women's Employment in Houston 2-048
  - Job Training and Development for UI Exhaustees 3-086
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Minority Women in White-Collar Jobs 2-047
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Program for Information on Manpower Services 1-040
  - Project VEHTS 2-055
  - Testing of Various Methodologies for Increasing Job Listings 1-048
  - Upward Mobility Through Job Restructuring 3-067
- JOB ENRICHMENT—See also QUALITY OF EMPLOYMENT
  - Validation of Quality of Work Questionnaires 4-056
- JOB INFORMATION SERVICE—See also JOB BANK; JOB MATCHING; LABOR MARKET INFORMATION
  - Community Information System of Manpower Program Referral 1-022
  - Computerized Job Matching: Utah State Employment Service 6-213
  - Design of a Labor Market Information System 1-025
  - Labor Market Information System Design and Use 1-024
  - Localized Job Search Information System 1-029
- JOB LISTING—See also MANDATORY JOB LISTING
  - Executive Order 11598 and the Employment Service 1-034
  - Improvement of Employer Services in the Employment Service 1-039
  - Labor Exchange Role: ES vs. Want Ads 1-012
  - Newspaper Ads and Employment Service Job Orders 1-017A
  - Testing of Various Methodologies for Increasing Job Listings 1-048
- JOB LOCATION—See also COMMUTING
  - Job Search for Male Youth 6-122
  - Labor Market Information System Design and Use 1-024
- JOB LOSS—See also EMPLOYMENT TERMINATION; LAYOFFS
  - Adjusting to Employment Termination 6-209
  - Effect of Social Support on the Consequences of Job Loss 6-114
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
  - Employment and Unemployment Survey for Scientists and Engineers 4-035
  - Social-Psychological Impact of Worklife Instability 6-173
- JOB MATCHING—See also MAN/JOB MATCHING
  - Agricultural Economists' Computerized Job Matching 1-013
  - Attitudes Regarding the Public Employment Service 1-047
  - Computerized Construction LMI and Job Dispatching 1-015
  - Computerized Job Matching: Utah State Employment Service 6-213
  - Employment Enabling Services For Women 2-097
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Job Bank: A Case Study 1-028
  - Labor Market Institutions of Rio Grande Valley 2-050
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - On-Line Use of Job Information in Local ES Office 1-027
  - Predicting Job or Training Tenure 3-076
  - R&D Strategy Design for the Employment Service 1-059
- Job Opportunities—See EMPLOYMENT OPPORTUNITIES
- JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
  - Characteristics of Employees Hired by NAB Employers 6-042
  - Company Programs to Train the Disadvantaged 6-051
  - Evaluation of NAB-JOBS for Disadvantaged 6-093
  - Executive Sabbatical Program 1-031
  - Guaranteed Job Program 6-062
  - Handbook for Employment of the Slow Learner 2-122
  - Manpower Utilization in Labor Markets 4-043
  - Organization Impact of Hiring the Disadvantaged 2-123
  - Program for Information on Manpower Services 1-040
  - Social Reinforcement in a Juvenile Delinquency Project 2-033
  - WIN Demonstration Project Design 2-063
- JOB PERFORMANCE
  - Better Budgeting for Human Resource Programs 1-011C
  - Company Programs to Train the Disadvantaged 6-051
  - Effects of a Human Resource Center 4-037
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Job Finding and Performance of Addicts/Ex-Addicts 2-001
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Nursing Salary and Promotion Structure 6-238
  - Performance Standards for Employment Service Functions 1-033
  - Pilot Manpower Training Advisory Service for Employers 4-045
  - Population Characteristics Affecting WIN Outcomes 2-058
  - Retaining Problem Drinkers on the Job 2-004
  - Role Performance and Organizational Commitment 6-167
  - State Employment Service Professional Selection System 1-042
- JOB PLACEMENT
  - Adolescent Boys in the Inner City 6-210
  - Bridges to Work for Young People 4-002B
  - Business Administration Students from Minorities 3-017
  - Capability of Black Colleges to Meet Community Needs 1-046
  - Casual Labor in Temporary Help Jobs 4-030
  - Community Building Services Training Project 2-041
  - Community Information System of Manpower Program Referral 1-022
  - Coop Education in School-to-Work Transition 3-021
  - Employer Tax Credit and WIN Registrants 4-040
  - Employment Contexts and Disadvantaged Workers 2-067
  - Employment Enabling Services For Women 2-097
  - Evaluation of a Computerized Job-Matching System 3-072
  - Executive Order 11598 and the Employment Service 1-034
  - Facilitating Employment of Disabled Veterans 2-054

Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
Flexible Work Schedules for Welfare Participants 2-085
Impact of Manpower Programs on Low-Wage Industries 1-061
Improvement of Employer Services in the Employment Service 1-039
Income Maintenance for Ex-Offenders 2-036
Increasing Minority Women's Employment in Atlanta 2-049
Increasing Minority Women's Employment in Houston 2-048
Job Patterns for WIN Terminees 2-074
Job Search Survey 4-003
Mail-Matching of Applicants and Jobs 6-221
Manpower Institutional Grant (1970): University of Utah 6-023
Manpower R&D Activities of DOL/AEC 3-068
On-Line Use of Job Information in Local ES Office 1-027
Performance Standards for Employment Service Functions 1-033
Predicting Job or Training Tenure 3-076
Program for Information on Manpower Services 1-040
R&D Strategy Design for the Employment Service 1-059
Recruiting, Placing, Retaining CEP Participants 2-079
Review of Labor Market Analysis R&D 1-065
Sheltered Workshops and Handicapped Clients Survey 3-045
Study of Alien Labor Certification Program 4-007
Texas Migrant Demonstration Project 3-087
Vocational Guidance in High School 3-022
WIN Health Assessment Project 2-088
Women in Temporary Help Jobs 4-019
Work and Welfare Patterns of Low-Income Families 2-090
Youth in WIN 2-092

Job Referral—See JOB PLACEMENT

JOB RESTRUCTURING—(Projects dealing principally with this subject appear in Chapter 3D.) See also UPGRADING
Manpower Planning in the Steel Industry 4-002D
Review of Job Analysis R&D 1-064
Upgrading in Private Industry 3-051
Upward Mobility Through Job Restructuring 3-067
Validation of Quality of Work Questionnaires 4-056

JOB RETENTION—See also EMPLOYMENT TERMINATION
Dual Careers 4-023D
Employee Participation in Pay Plan Development 4-054
Flexible Work Schedules for Welfare Participants 2-085
Labor Turnover Among Adult Women 6-129
Manpower Institutional Grant (1970): University of Oregon 6-021
National Longitudinal Surveys Clearinghouse 4-023E
Pre-Retirement Years 4-023A
Predicting Job or Training Tenure 3-076
Retaining Problem Drinkers on the Job 2-004
Work and Life Style Organization 6-205
Years for Decision 4-023B
YMCA Manpower Project 3-083
Youth in WIN 2-092

JOB SATISFACTION—See also WORK ATTITUDES, MOTIVATION
Black Male Professionals in Industry 4-058
Bureaucratic Precisposition and Job Requirements 4-060
Business Administration Students from Minorities 3-017
Career Thresholds 4-023C
Changing Schedules of Work 4-039
Dual Careers 4-023D
Early Career Alienation and Socioeconomic Attainment 6-070
Economic/Psychological Analysis of Teacher Mobility 6-075
Effectiveness in Work Roles 4-053
Effects of a Human Resource Center 4-037
Employee Participation in Job Structuring 4-044
Employee Participation in Pay Plan Development 4-054
Job Improvement Service Demonstration Project 3-081
Job Satisfaction and Parolee Recidivism 1-049A
Management-Worker Collaboration in Job Structuring 1-068B
Manpower Frontier: Education, Guidance, Work 4-002H
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Manpower Institutional Grant (1970): University of Oregon 6-021
Multijobholding in Wichita 6-237
Need Satisfaction in Work and Nonwork 6-111
Organizational Experience and Employee Work Attitudes 4-055
Part-Time Employment in Food Services 6-061
Phenomenology of Human Labor 6-153
Pre-Retirement Years 4-023A
Role Conflicts of Indigenous Welfare Aids 6-165
Role Performance and Organizational Commitment 6-167
Services for Workers at the Workplace 4-046
Social Network Effects on Employment 6-252
Supplemental Uses of the Workplace 4-049
Validation of Quality of Work Questionnaires 4-056
White-Collar Work 6-255
Why Do Blacks and Women Have High Unemployment Rates? 6-256
Work Attitudes and Occupational Experience of Young Men 4-059
Work Expectations of Youth 4-061
Worker Differences in Satisfaction With Work Itself 6-038
Years for Decision 4-023B

JOB SEARCH—See also PUBLIC EMPLOYMENT SERVICE; JOB INFORMATION SERVICE
Asking Wage Behavior of Unemployed Workers 6-039
Attitudes Regarding the Public Employment Service 1-047
Career Patterns of 2-Year College Graduates 6-046
Career Thresholds 4-023C
Casual Labor in Temporary Help Jobs 4-030
Computerized Interarea Job Clearance System 1-023
Design of a Labor Market Information System 1-025
Dual Careers 4-023D
Economic Assimilation of Mexican Americans in Michigan 6-150
Employment of Recent College Graduates 4-016
Engineers, Unemployed, Job Search Workshops 2-017
Engineers' Reemployment Assistance 2-016
Expectancy Theory of Motivation 6-094
Experimental Labor Market Information System 1-016
Facilitating Employment of Disabled Veterans 2-054
Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
Job Finding and Performance of Addicts/Ex-Addicts 2-001
Job Information Center 1-019
Job Offer Response and Labor Market Conditions 6-243
Job Search Behavior and Duration 6-123
Job Search for Male Youth 6-122
Job Search Survey 4-003
Labor Market Experience for Engineers 2-020
Labor Market for Scientific Personnel 6-130
Localized Job Search Information System 1-029
Male Youth Job Search: A Biracial Analysis 6-078
Manpower Institutional Grant (1970): UCLA 6-015
Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
Manpower Institutional Grant (1970): Virginia State College 6-024
Newspaper Advertisements as Labor Market Indicators 1-017
Public Employment Programs in Wisconsin 6-158
Rate of Wage Inflation 6-067
Review of Labor Market Analysis R&D 1-065
Search Unemployment and the Phillips Curve 6-109
Social Network Effects on Employment 6-252
Streetcorner Shapeup Jobholders 4-010
Study of Unemployment Insurance Exhaustees 2-083
Supply Responses of the Unemployed 6-188
Unemployment Duration, Compensation, and Job Search 6-196
Unemployment in the Defense Industry 6-197
Women in Temporary Help Jobs 4-019
Work Expectations of Youth 4-061

JOB STABILITY
Employment Context and Disadvantaged Workers 2-067
Future Orientation and Expectations as Success Predictors 6-098
Garnishment and Employability Among WIN Families 2-081
Retaining Problem Drinkers on the Job 2-004
Welfare Careers and Low-Wage Employment 2-087

JOB STRUCTURE—See also OCCUPATIONAL STRUCTURE
Career Progression Systems 3-047

- Career Progression Systems in a Manufacturing Corporation 3-047A
- Career Progression Systems—Food Service Industry 3-047B
- Employee Participation in Job Structuring 4-044
- Good Jobs, Poor Jobs 4-002A
- Human Services Manpower Career Center 1-038
- Management-Worker Collaboration in Job Structuring 1-068B
- Manpower Institutional Grant (1970): Virginia State College 6-024
- Metropolitan Labor Market 4-002K
- Quality of Work Bibliography 4-057
- Searching for a Successful Agricultural Migrant 6-168

Job Success—See CAREER PATTERNS
Job Tenure—See JOB RETENTION
Job Training—See ON-THE-JOB TRAINING (OJT)

JOB TRIALS
- Experimental Job Trials 3-075

JOBS—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

JOBS, EDUCATION, AND TRAINING (JET)
- Effectiveness of JET on Trainees 3-013

Jobseekers Self-Help—See SELF-HELP FOR JOBSEEKERS
Jobseeking Methods—See JOB SEARCH

JOURNEYMEN
- Journeyman Upgrading Programs in Construction 3-054
- Proficiency Test for Technical Occupations 2-009A
- Training and Entry into Union Construction 2-006

Juvenile Delinquency—See CORRECTIONS
Juveniles—See YOUTH

K

KANSAS
- Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004

KENTUCKY
- Manpower Institutional Grant (1974): Memphis State University 6-003

L

LABOR CERTIFICATION PROGRAM—See also ALIENS, FARM WORKERS
- Immigrants and the American Labor Market 4-018
- Immigrants in the Labor Force 4-021
- Study of Alien Labor Certification Program 4-007

LABOR DEMAND—(Projects dealing principally with this subject appear in Chapter 4A.) See also MANPOWER NEEDS; ELASTICITY OF LABOR DEMAND
- Bridges to Work for Young People 4-002B
- Career Thresholds 4-023C
- Coal Industry's Manpower Needs Study 4-031
- Demand and Supply Considerations of Expanded Public Employment Program 1-049D
- Demand and Training for Dental Hygienists 6-056
- Demand for Municipal Employees 6-059
- Demand for Workers in the U.S. Economy 6-092
- Design of a Labor Market Information System 1-025
- Economics of Service Employment 4-002J
- Exploratory Empirical Research on Secondary Labor Markets 6-225
- Human Economy 4-002G
- Impact of Laws Prohibiting Sex Discrimination 6-102
- Incentive Effects of Income Maintenance on Labor Supply 6-187
- Interarea Occupational Earnings Differential 6-116
- Labor Force Participation of Married Women 6-127
- Labor in Nonprofit Industries and Government 4-011
- Labor Supply for Lower-Level Occupations 4-020
- Localized Job Search Information System 1-029
- Male and Female Wage and Employment Differences 6-152
- Manpower Impact of Government Programs and Policies 5-006
- Manpower Institutional Grant (1970): University of Utah 6-023
- New Businesses and Urban Employment Opportunities 4-006
- Newspaper Advertisements as Labor Market Indicators 1-017
- Occupational Mobility of Low-Income Workers 6-148
- Potential of Wage Subsidies 3-030
- Resource Adjustment and Mechanization in the Tobacco Industry 4-033
- Short- and Long-Run Demand for Labor Services 6-058
- Social Science Ph.D. in Corporate Industry 6-176
- Study of Assisting Manpower in Optometry 4-024
- Temporary Help Market: 1953-60 6-031
- Unemployment in the Defense Industry 6-197
- Unemployment in the Urban Core 4-034
- Youth in the Labor Market: A Cross-Sectional Analysis 6-208

LABOR FORCE—(Projects dealing principally with this subject appear in Chapter 4A and 4B.)
- Review of Labor Market Analysis R&D 1-065

LABOR FORCE BEHAVIOR—See also LABOR MARKET BEHAVIOR
- Adolescent Social System Impact on Occupational Achievement 6-096
- Black/White Teenage Occupational Employment Determinants 6-065
- Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
- Effects of Military Experience 5-002
- Emergence of a Service Society 4-001
- Employment Expansion in a Suburban Labor Market 4-002M
- Employment of Married Women With Children 6-128
- Immigrants and the American Labor Market 4-018
- Impact of Fiscal Policies on Labor Supply 6-101
- Incentives and Disincentives in WIN 2-072
- Job Patterns for WIN Terminees 2-074
- Job Search Survey 4-003
- Labor Force Characteristics of Puerto Rican Migrants 2-042
- Labor Force Occupations and Technological Change 6-189
- Labor Force Participation and Mothers' Fertility 6-126
- Low-Income Families in Four Rural Counties 4-012
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Market Differentials and Labor Force Behavior 6-140
- National Longitudinal Surveys Clearinghouse 4-023E
- Study of Unemployment Insurance Exhaustees 2-083
- Training Incentive Payments Program (TIPP) 3-065
- Welfare Dependency and Low-Income Labor Markets 4-036
- Work and Values 4-002I
- Work Attitudes and Occupational Experience of Young Men 4-059
- Work Expectations of Youth 4-061

LABOR FORCE PARTICIPATION—See also LABOR SUPPLY
- Birth Expectations and Work Experience 4-013
- Births and Women's Labor Force Participation 6-193
- Budgets, Earnings, and Work of Married Women 6-254
- Career Thresholds 4-023C
- Casual Labor in Temporary Help Jobs 4-030
- Changes in Labor Force Participation 6-048
- Coop Education in School-to-Work Transition 3-021
- Dual Careers 4-023D
- Econometric Analysis of Effects of Labor Subsidies 5-014
- Effect of Unemployment on Labor Force Participation 6-218
- Employer Sponsored Child Day Care 2-093
- Employment Characteristics of Chinese Americans 4-014
- Employment of Married Women With Children 6-128
- Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
- Fertility and Labor Participation of Married Women 6-249
- Flexible Work Schedules for Welfare Participants 2-085
- Guaranteed Job Program 6-062
- Housing Segregation, Employment Decentralization, and Minority Labor Supply 6-089
- Immigrants in the Labor Force 4-021
- Incentive Effects of Income Maintenance on Labor Supply 6-187
- Income Maintenance Programs 6-085
- Interrelationship Between Female Employment and Fertility 6-117
- Intraorganizational Occupational Mobility 6-118
- Labor Force Characteristics of Puerto Rican Migrants 2-042
- Labor Force Mobility of Females 6-034
- Labor Force Participation and Mothers' Fertility 6-126
- Labor Force Participation of Married Women 6-127
- Labor Market, Inflation, and Manpower Policy 4-004
- Labor Supply for Lower-Level Occupations 4-020
- Life-Cycle Time Allocation of Families 6-135

- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1970): Southern Methodist University 6-022
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Manpower Institutional Grant (1970): University of Utah 6-023
- Manpower Research and Formation of Policy 1-067
- Migration Bias in Labor Force Participation Rates 6-170
- National Longitudinal Surveys Clearinghouse 4-023E
- Pre-Retirement Years 4-023A
- Private Pensions and Involuntary Retirement 4-047
- Short- and Long-Run Demand for Labor Services 6-058
- Social Inequality and Labor Force Participation 6-174
- Spanish Americans in the Labor Market 2-051
- Women and the American Occupational Structure 6-257
- Women in Temporary Help Jobs 4-019
- Work and Income in Urban Poverty Areas 4-029
- Years for Decision 4-023B
- Youth in the Labor Market: A Cross-Sectional Analysis 6-208
- Youth Labor Market: International Variations 4-002P

LABOR LAWS—See also Specific Laws
- Industrialization, Responses, and Uses of the Political System 6-112
- Manpower Institutional Grant (1970): UCLA 6-015
- State Labor Legislation for Women 6-049

LABOR MARKET—(Projects dealing principally with this subject appear in Chapter 4.)
- National Longitudinal Surveys of Labor Force Behavior 4-023

LABOR MARKET AREAS—See also CETA SERVICES AND PLANNING
- Advanced Service Metropolis 4-002F
- An Analysis of Mature Regions 6-032
- Labor Market Information for Local Delivery of Manpower Services 1-021
- Labor Market Institutions of Rio Grande Valley 2-050
- Labor Market: An Information System 1-011B
- Manpower Institutional Grant (1970): University of Utah 6-023
- South Carolina's Industry Start-Up Training Program 3-079
- Unemployment and Commuting Within Geographical Areas 6-247

LABOR MARKET BEHAVIOR—See also LABOR FORCE BEHAVIOR
- An Analysis of Mature Regions 6-032
- Birth Expectations and Work Experience 4-013
- Career Development 4-009
- Career Patterns of 2-Year College Graduates 6-046
- Career Thresholds 4-023C
- Demand for Labor of Uncertain Quality 6-057
- Design of a Labor Market Information System 1-025
- Dual Careers 4-023D
- Economics of Sex Discrimination 6-080
- Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
- Human Economy 4-002G
- Impact of Manpower Programs on Low-Wage Industries 1-061
- Impact of Urban WIN Programs 2-071
- Interface of Work and Welfare 4-002C
- Job Training, Personality, and Labor Market Conditions 6-229
- Labor Exchange Role: ES vs. Want Ads 1-012
- Labor Force Mobility of Females 6-034
- Labor Market and Private Retirement Systems 6-131
- Labor Market Experience for Engineers 2-020
- Labor Market for Policemen 6-036
- Labor Market for Scientific Personnel 6-130
- Labor Market Information Systems and the Disadvantaged 1-020
- Labor Market, Inflation, and Manpower Policy 4-004
- Manpower Frontier: Education, Guidance, Work 4-002H
- Metropolitan Labor Market 4-002K
- National Longitudinal Surveys Clearinghouse 4-023E
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Newspaper Ads and Employment Service Job Orders 1-017A
- Newspaper Advertisements as Labor Market Indicators 1-017
- Nonseparable Approach to Labor Market Substitution 6-186
- Pre-Retirement Years 4-023A
- Public Employment Programs in Wisconsin 6-158
- Rural Labor Markets 4-027
- Search Unemployment and the Phillips Curve 6-109
- Streetcorner Shapeup Jobholders 4-010
- Unemployment in the Urban Core 4-034
- Women in Temporary Help Jobs 4-019
- Women's Postgraduate Employment 6-222
- Work and Income in Urban Poverty Areas 4-029
- Work Attitudes and Occupational Experience of Young Men 4-059
- Working Conditions, Wage Rates, and Human Capital 6-206
- Years for Decision 4-023B
- Youth Labor Market: International Variations 4-002P

Labor Market Entrants—See TRANSITION TO WORK

Labor Market Experience—See LABOR MARKET BEHAVIOR

Labor Market Indicators—See LABOR MARKET INFORMATION

LABOR MARKET INFORMATION—(Projects dealing principally with labor market information systems appear in Chapter 1B.)
- Career Information System 1-010
- Community Information System of Manpower Program Referral 1-022
- Computerized Construction LMI and Job Dispatching 1-015
- Construction Manpower Development and Utilization 4-022
- Decisionmaking Matrix and Resource Allocation Model 1-002
- Design of a Labor Market Information System 1-025
- Determinants of Occupational Upgrading 6-211
- Emergence of a Service Society 4-001
- Employment and Shifts in the Phillips Curve 6-169
- Employment Generated by New Government Contracts 5-017
- Employment Impact of Multinational Corporations 5-003
- Experimental Labor Market Information System 1-016
- Experimental Manpower Laboratory: Disadvantaged Youth 2-108
- Feasibility of Computerized Manpower System for Construction Industry 1-018
- Foundations of a Labor Market Information System 1-011
- Human Economy 4-002G
- Information System for Urban Manpower Programs 1-026
- Job Bank: A Case Study 1-028
- Job Information Center 1-019
- Labor Exchange Role: ES vs. Want Ads 1-012
- Labor Market Experience for Engineers 2-020
- Labor Market Information for Local Delivery of Manpower Services 1-021
- Labor Market Information System Design and Use 1-024
- Labor Market Information Systems and the Disadvantaged 1-020
- Labor Market Segmentation 4-005
- Labor Market, Inflation, and Manpower Policy 4-004
- Labor Market: An Information System 1-011B
- Mail-Matching of Applicants and Jobs 6-221
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Metropolitan Labor Market 4-002K
- Metropolitan Labor Market: New York 1-011A
- Newspaper Advertisements as Labor Market Indicators 1-017
- On-Line Use of Job Information in Local ES Office 1-027
- Perceived Occupational Similarities 6-242
- Public Service Employment and Upgrading Project in Vermont 3-027
- Public Utility Internal Labor Market Study 4-048
- Review of Labor Market Analysis R&D 1-065
- Rural Manpower Policy Research Group 2-127
- State and Local Government Employee Characteristics 4-032

LABOR MOBILITY—See also specific types and aspects of mobility
- Career Thresholds 4-023C
- Dual Careers 4-023D
- Economic/Psychological Analysis of Teacher Mobility 6-075
- Labor Force Characteristics of Puerto Rican Migrants 2-042
- Labor Force Mobility of Females 6-034
- Labor Market and Private Retirement Systems 6-131
- Labor Mobility and Income Change 6-232
- Manpower Institutional Grant (1970): The Ohio State University 6-020
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Pre-Retirement Years 4-023A
- Rural Labor Markets 4-027
- Years for Decision 4-023B

LABOR MOVEMENT—See also UNIONS
Labor Union Response to Federal Manpower Policy 6-133
Structural Analysis of the Knights of Labor 6-157
Labor Organizations—See UNIONS
Labor Productivity—See PRODUCTIVITY
Labor Relations—See INDUSTRIAL RELATIONS
Labor Requirements—See LABOR DEMAND
LABOR SUPPLY—See also LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY
Asking Wage Behavior of Unemployed Workers 6-039
Assets, Labor Supply, Consumption Over the Life Cycle 6-041
Births and Women's Labor Force Participation 6-193
Budgets, Earnings, and Work of Married Women 6-254
Coal Industry's Manpower Needs Study 4-031
Demand and Supply Considerations of Expanded Public Employment Program 1-049D
Demand and Training for Dental Hygienists 6-056
Demand for Workers in the U.S. Economy 6-092
Dual Careers 4-023D
Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
Economics of Canadian Military Manpower Supply 6-079
Effect of Unemployment on Labor Force Participation 6-218
Fertility and Labor Participation of Married Women 6-249
Housing Segregation, Employment Decentralization, and Minority Labor Supply 6-089
Human Economy 4-002G
Immigrants and the American Labor Market 4-018
Immigrants in the Labor Force 4-021
Impact of Fiscal Policies on Labor Supply 6-101
Incentive Effects of Income Maintenance on Labor Supply 6-187
Income Maintenance Programs 6-085
Increasing Minority Women's Employment in Atlanta 2-049
Increasing Minority Women's Employment in Houston 2-048
Interarea Occupational Earnings Differential 6-116
Intraorganizational Occupational Mobility 6-118
Labor Demand Elasticity in Wood Products Industry 6-090
Labor Supply for Lower-Level Occupations 4-020
Life-Cycle Time Allocation of Families 6-135
Manpower Impact of Government Programs and Policies 5-006
Manpower Institutional Grant (1970): Southern Methodist University 6-022
Nonfarm Work by Farm Families 6-215
Occupational Mobility of Low-Income Workers 6-148
Population Turnaround in Nonmetropolitan Regions 5-012
Pre-Retirement Years 4-023A
Problem of Teenage Unemployment 6-156
Project VEHTS 2-055
Public Service Employment vs. the Private Sector 1-049C
Resource Adjustment and Mechanization in the Tobacco Industry 4-033
Static and Dynamic Labor Supply Functions 5-015
Study of Assisting Manpower in Optometry 4-024
Study of Female Family Heads 6-106
Supply Responses of the Unemployed 6-188
Tax Law Effect on Labor Supply of Married Women 6-107
Temporary Help Market: 1953-60 6-031
Work Hours of Low-Income Household Heads 6-064
Youth in the Labor Market: A Cross-Sectional Analysis 6-208
Labor Turnover—See TURNOVER
Labor Unions—See UNIONS
LABOR-MANAGEMENT CONSORTIA
Career Ladders for Lodging Industry Housekeepers 3-062
Educational Advancement for Wage Earners 3-009
Retaining Problem Drinkers on the Job 2-004
Supplemental Uses of the Workplace 4-049
Transportation Opportunity Program 2-128
Upgrade Training in the Canning Industry 3-063
Labor-Management Relations—See INDUSTRIAL RELATIONS
LABORERS—See also CASUAL LABORERS, UNSKILLED WORKERS
Small Market Clerical/Laborer Wage Differentials 6-099
LAW—See also specific law
Law and the Development of Citizenship 6-134
State Labor Legislation for Women 6-049
LAW ENFORCEMENT—See also POLICE, CORRECTIONS
Prisoner Rehabilitation Through Behavior Modification 2-031
LAYOFFS—See also EMPLOYMENT TERMINATION; JOB RETENTION
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-027
American Engineers' Perception of Technology 6-190
Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
Engineers, Unemployed, Job Search Workshops 2-017
Engineers' Reemployment Assistance 2-016
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Social-Psychological Impact of Worklife Instability 6-173
Supply Responses of the Unemployed 6-188
Training for Upgrading During Layoff 3-059
Unemployment and Engineering Careers 2-019
Unemployment of Aerospace Engineers 2-018
Upgrade Training in Canning Industry During Layoff Periods 3-056
Upgrade Training in Canning—Planning Phase 3-064
Urban Renewal Impact on Black Business 6-035
LEISURE—See also WORK SCHEDULES
Changing Schedules of Work 4-039
Labor Market, Inflation, and Manpower Policy 4-004
Life-Cycle Time Allocation of Families 6-135
Services for Workers at the Workplace 4-046
LIBRARIES
Job Information Center 1-019
Licensing—See OCCUPATIONAL LICENSING
LIFE STYLES
Changing Schedules of Work 4-039
Effectiveness in Work Roles 4-053
Employee Participation in Job Structuring 4-044
Low-Status Workers 6-136
Organizational Experience and Employee Work Attitudes 4-055
Quality of Work Bibliography 4-057
Work and Life Style Organization 6-205
Work Expectations of Youth 4-061
Literacy—See BASIC EDUCATION
LITERATURE REVIEW
Black Male Professionals in Industry 4-058
Capability of Black Colleges to Meet Community Needs 1-046
Conference on Manpower Services for the Poor 2-059
Effectiveness in Work Roles 4-053
Employment Impact of Multinational Corporations 5-003
Facilitating the Adoption of New Procedures 1-004
Feasibility for Research on Public Utility Labor Market 4-042
Immigrants and the American Labor Market 4-018
Job Satisfaction and Parolee Recidivism 1-049A
Model Rural Youth Projects for Southwest 2-115
Motivation of the Black Worker 6-236
National Longitudinal Surveys of Labor Force Behavior 4-023
Negro Employment in the South 2-046
New Occupations Demonstration Project 3-060
Population Turnaround in Nonmetropolitan Regions 5-012
Power Motivation Among Disadvantaged Workers 6-175
Relocation: Policy and Economic Development 3-088
Services for Workers at the Workplace 4-046
Shared Decisionmaking in Prison Management 2-035
LMIS—See LABOR MARKET INFORMATION
Local Government—See STATE AND LOCAL GOVERNMENT
LODGING INDUSTRY
Career Ladders for Lodging Industry Housekeepers 3-062
LONGITUDINAL SURVEYS—See also NATIONAL LONGITUDINAL SURVEYS
Adjusting to Employment Termination 6-209
Educational Attainment and Adult Status of Brothers 6-063
Effects of Military Experience 5-002
Employee Participation in Job Structuring 4-044
Labor Force Mobility of Females 6-034
Manpower Economic Education 3-020
Prisoner Rehabilitation Through Behavior Modification 2-031
Resource Adjustment and Mechanization in the Tobacco Industry 4-033
Work Attitudes and Occupational Experience of Young Men 4-059
Work Experience and Career Exploration Program 3-008

- LOUISIANA
  - Low-Income Families in Four Rural Counties 4-012
  - Manpower Institutional Grant (1974): University of Houston 6-002
- LOUISIANA, NEW ORLEANS
  - Supported Employment Planning in New Orleans 3-039
- LOW INCOME—See also LOW-WAGE INDUSTRIES, LOW-WAGE JOBS, POVERTY
  - Bureaucratic Predisposition and Job Requirements 4-060
  - Dual Careers 4-023D
  - Effect of Collective Bargaining on Low-Wage Employment 4-028
  - Enhancement of Worker Mobility and Job Opportunity 3-053
  - Federal Employment Programs to Raise Low Earnings 1-049B
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Good Jobs, Poor Jobs 4-002A
  - Income Dynamics of the Poor 2-073
  - Income Maintenance Programs 6-085
  - Labor Market Institutions of Rio Grande Valley 2-050
  - Low-Income Families in Four Rural Counties 4-012
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Occupational Adjustments of Recent In-Migrants 2-124
  - Population Characteristics Affecting WIN Outcomes 2-058
  - Potential of Wage Subsidies 3-030
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Training Effects on Negro Occupational Aspirations 6-087
  - Training Incentive Payments Program (TIPP) 3-065
  - Transitional Effects of Public Service Employment 3-023
  - Upgrading in Cleveland 3-066
- Low-Income Areas—See POVERTY AREAS
- LOW-LEVEL OCCUPATIONS—See also UNSKILLED WORKERS
  - Characteristics of Employees Hired by NAB Employers 6-042
  - Demand and Supply Consideration of Expanded Public Employment Program 1-049D
  - Labor Supply for Lower-Level Occupations 4-020
  - Low-Status Workers 6-136
  - Motivation of the Black Worker 6-236
  - Women's Nonstandard Workday/Workweek 6-184
- Low-Status Occupations—See LOW-LEVEL OCCUPATIONS
- LOW-WAGE INDUSTRIES
  - Advanced High Intensity Training 3-048
  - Effect of Collective Bargaining on Low-Wage Employment 4-028
  - Impact of Manpower Programs on Low-Wage Industries 1-061
  - Interface of Work and Welfare 4-002C
  - Labor Supply for Lower-Level Occupations 4-020
  - Welfare Careers and Low-Wage Employment 2-087
- LOW-WAGE JOBS
  - Advanced High Intensity Training 3-048
  - Executive Sabbatical Program 1-031
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Guaranteed Job Program 6-062
  - Impact of Manpower Programs on Low-Wage Industries 1-061
  - Low Wages for Women Workers 6-192
  - Manpower and the Metropolis 1-066
  - Occupational Mobility of Low-Income Workers 6-148
  - Poverty, Politics, and Relief 6-154
  - Training Incentive Payments Program (TIPP) 3-065
  - Upgrading in Cleveland 3-066
  - Wage Rates of the Working Poor 6-202
  - Welfare Careers and Low-Wage Employment 2-087
  - Work and Income in Urban Poverty Areas 4-029

M

- MACHINE TOOL INDUSTRY
  - New Skill Content Translation into Vocational Education Curricula 3-012
- MACHINISTS
  - OJT for Precision Machinist Apprentices 2-005
  - Performance Based Apprentice Training 2-009
  - Proficiency Test for Technical Occupations 2-009A
  - Related Instruction in Apprenticeship 2-014
- MACROLEVEL ANALYSIS
  - Employment Alternative to Welfare 2-078
  - Inflation and Distribution of Income 6-137
- MAINE
  - Manpower Institutional Grant (1974): Boston University 6-001
- MALADAPTIVE BEHAVIOR RECORD
  - Prisoner Rehabilitation Through Behavior Modification 2-031
- MALE/FEMALE—See also SEX DISCRIMINATION; SEX DIFFERENCES, INCOME DIFFERENTIALS, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Characteristics of Career and Homemaking Oriented Women 6-241
  - Economics of Sex Discrimination 6-080
  - Faculty Salary Differentials, University of Massachusetts 6-073
  - Interregional Labor Force Migration 6-030
  - Low Wages for Women Workers 6-192
  - Male and Female Wage and Employment Differences 6-152
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Research and Formation of Policy 1-067
  - Men and Women in Science and Engineering 6-044
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Sex and Occupational Prestige 6-231
  - Trends in Women's Education, Attainment, Earnings, and Occupations 6-037
  - University Salary Structure and Sex Discrimination 6-253
  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-052
  - Women and the American Occupational Structure 6-257
- Males—See MEN
- MAN/JOB MATCHING—See also JOB MATCHING
  - Attitudes Regarding the Public Employment Service 1-047
  - Computerized Job Matching: Utah State Employment Service 6-213
  - Evaluation of a Computerized Job-Matching System 3-072
  - Mail-Matching of Applicants and Jobs 6-221
- Man/Machine Systems—See COMPUTER SYSTEMS
- MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING—See also UNION MANPOWER PRACTICES; JOB RESTRUCTURING
  - Employee Participation in Job Structuring 4-044
  - Management-Worker Collaboration in Job Structuring 1-068B
  - Manpower Utilization in Local Government 4-002L
  - Quality of Work Bibliography 4-057
- MANDATORY JOB LISTING—See also JOB LISTING
  - Executive Order 11598 and the Employment Service 1-034
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Manpower Administration—See specific manpower agencies, programs or policies
- MANPOWER AGENCY CAPABILITIES—(Projects dealing principally with this subject appear in Chapter 1C.)
- Manpower Area Planning Council—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- Manpower Demand—See MANPOWER NEEDS
- MANPOWER DEVELOPMENT
  - Bureaucratic Competition and Intergovernmental Relations 6-108
  - Manpower Research and Formation of Policy 1-067
  - Study of Assisting Manpower in Optometry 4-024
  - Training for Manpower Program Administrators and Planners 1-041
- MANPOWER ECONOMICS—See also LABOR MARKET; EMPLOYMENT; LABOR FORCE; LABOR MOBILITY; UNEMPLOYMENT
  - Dual Careers 4-023D
  - Human Economy 4-002G
  - Manpower and the Metropolis 1-066
  - Manufacturers' Assistance in Customer Manpower Training 6-139
- MANPOWER ECONOMICS COURSES
  - Manpower Economic Education 3-020
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Manpower Institutional Grant (1970): Cornell University 6-016

  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - Manpower Institutional Grant (1970): West Virginia University 6-025
  - Training for Manpower Program Administrators and Planners 1-041
  - University and Manpower Educational Services 1-070
- Manpower Information System—See LABOR MARKET INFORMATION
- Manpower Institutional Grants—See INSTITUTIONAL GRANTS
- MANPOWER LEGISLATION—See also COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Manpower Research and Formation of Policy 1-067
- MANPOWER NEEDS—See also EMPLOYER MANPOWER PLANNING; LABOR DEMAND; MANPOWER PROJECTIONS
  - Coal Industry's Manpower Needs Study 4-031
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Labor Market and Private Retirement Systems 6-131
  - Labor Market Experience for Engineers 2-020
  - Low Income Families in Four Rural Counties 4-012
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Multiproject Demonstration of Manpower Development 1-006
  - Organizational Analysis of Engineer Hiring 6-151
  - Organizational Climates and Human Relations 6-040
  - Population Turnaround in Nonmetropolitan Regions 5-012
  - Why Do Blacks and Women Have High Unemployment Rates? 6-256
  - Women's Nonstandard Workday/Workweek 6-184
- MANPOWER PLANNING AND ADMINISTRATION—(Projects dealing principally with manpower program planning and administration appear in Chapter 1.)
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Job Bank: A Case Study 1-028
  - Rural Manpower Policy Research Group 2-127
- MANPOWER PLANNING, RESEARCH AND DEVELOPMENT—(Projects dealing principally with this subject appear in Chapter 1D.) See also UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
  - Committee on DOL Manpower R&D 1-052
  - Conference on Manpower Services for the Poor 2-059
  - Correctional Manpower Effort Assessment 2-026
  - Effectiveness of Graham Associates NEP on NYC-2 3-019
  - Expanding Benefits of Manpower Research Products 1-058
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Manpower and the Metropolis 1-066
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Research and Formation of Policy 1-067
  - New Manpower Researchers Conference 6-250
  - R&D Strategy Design for the Employment Service 1-059
  - Relocation: Policy and Economic Development 3-088
  - Review of Job Analysis R&D 1-064
  - Training for Manpower Program Administrators and Planners 1-041
  - Training Impact on Minorities and Women 1-062
  - Utilization of R&D Findings 1-068A
  - Workshop on Research Needed on Women's Employment Situation 2-098
- MANPOWER POLICY—(Projects dealing principally with this subject appear in Chapter 5.)
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Manpower Frontier: Education, Guidance, Work 4-002H
- MANPOWER PROGRAM MANAGEMENT
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Facilitating the Adoption of New Procedures 1-004
  - Introduction of CETA in Eastern Massachusetts 1-005
  - Manpower Programming and Social Work Expertise 1-030
  - Multiproject Demonstration of Manpower Development 1-006
  - Program for Information on Manpower Services 1-040
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Survey and Analysis of In-School NYC Programs 1-009
- MANPOWER PROGRAM REFORM
  - An Analysis of the Pilot CMP 1-001
  - Policy Implications of Longitudinal Study of WIN Dropouts 2-076
- MANPOWER PROGRAM SERVICES AND TECHNIQUES—(Projects dealing principally with this subject appear in Chapter 3.)
- MANPOWER PROGRAM STAFFING—See also EMPLOYMENT SERVICE STAFF
  - Basic Education Services in Manpower Training Programs 3-003
  - Development of Manpower Source Book for Social Workers 3-080
  - EDT: Assessment of Philadelphia's CEP Experience 1-035
  - Employability Development Team Interaction Analysis 1-036
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Impediments to Success in WIN 2-068
  - Social Workers in Manpower Programs 6-177
  - Staffing in Manpower Training Projects 1-044
- MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS—(Projects dealing principally with this subject appear in Chapter 2.)
- MANPOWER PROJECTIONS—See also LABOR SUPPLY; ECONOMIC FORECASTING; MANPOWER NEEDS
  - Coal Industry's Manpower Needs Study 4-031
  - Design of a Labor Market Information System 1-025
  - Employment Generated by New Government Contracts 5-017
  - European Manpower Policies 6-212
  - Interregional Labor Force Migration 6-030
  - Labor Force Occupations and Technological Change 6-189
  - Labor Force Participation of Married Women 6-127
  - Labor Market Experience for Engineers 2-020
  - Manpower and Economic Indicators and Forecasts 1-003
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Manpower Impact of Government Programs and Policies 5-006
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - Manpower Policy and Programs—A Planning Project 6-234
  - Multiproject Demonstration of Manpower Development 1-006
  - Organizational Analysis of Engineer Hiring 6-151
  - Perceived Occupational Similarities 6-242
  - Social Science Ph.D. in Corporate Industry 6-176
  - Static and Dynamic Labor Supply Functions 5-015
  - Study of Assisting Manpower in Optometry 4-024
- Manpower Reform—See MANPOWER PROGRAM REFORM
- Manpower Requirements—See MANPOWER PROJECTIONS
- Manpower Research and Development—See MANPOWER PLANNING, RESEARCH AND DEVELOPMENT
- MANPOWER RESEARCH AND DEVELOPMENT STORAGE AND RETRIEVAL
  - Manpower R&D Storage and Retrieval System 1-069
- MANPOWER RESEARCH GRANTS
  - Expanding Benefits of Manpower Research Products 1-058
- Manpower Resources—See HUMAN RESOURCES
- MANPOWER REVENUE SHARING
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - Multiproject Demonstration of Manpower Development 1-006

- Manpower Services Council—See STATE MANPOWER SERVICES COUNCIL (CETA)
- Manpower Services Delivery Systems—See SERVICE DELIVERY SYSTEMS
- MANPOWER SERVICES INFORMATION
  - Comm[illegible] Information System of Manpower Program Referral 1-022
  - Job Information Center 1-019
  - Labor Market Information System Design and Use 1-024
  - Metropolitan Labor Market: New York 1-011A
- MANPOWER SHORTAGES
  - New Occupations Demonstration Project 3-060
- Manpower Supply—See LABOR SUPPLY
- MANPOWER UTILIZATION
  - Construction Manpower Development and Utilization 4-022
  - Disadvantaged Workers in Parks and Recreation 3-025
  - Economics of Sex Discrimination 6-080
  - Effects of Military Experience 5-002
  - Experimental Job Trials 3-075
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Ghetto Economic Corporations 6-183
  - In-School NYC Influence on Earnings Capacity 6-121
  - Indigenous Nonprofessionals in Human Service Organizations 6-198
  - Intrafirm Mobility Among Apprentice-Trained Craftsmen 6-120
  - Labor Force Participation of Married Women 6-127
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - Manpower Policy and Programs—A Planning Project 6-234
  - Manpower Research and Formation of Policy 1-067
  - Manpower Utilization in Local Government 4-002L
  - Manpower Utilization in the Homebuilding Industry 6-217
  - Multijobholding in Wichita 6-237
  - Organizational Climates and Human Relations 6-040
  - Public Service Employment for the Disadvantaged 6-159
- Manuals—See HANDBOOKS
- MANUFACTURING
  - Econometric Model of Minority Hiring 6-072
  - Enhancement of Worker Mobility and Job Opportunity 3-053
  - Hours of Work in Manufacturing, 1947-70 6-230
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Need Satisfaction in Work and Nonwork 6-111
  - Organization Impact of Hiring the Disadvantaged 2-123
  - Upgrading in Private Industry 3-051
  - Wage Differentials in Japanese Manufacturing 6-160
- MAPC—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- MARITAL STABILITY—See also FAMILIES
  - Study of Female Family Heads 6-106
  - Welfare Impact on Black Migration, Marital Stability 6-105
- MARITIME INDUSTRY
  - Manpower Institutional Grant (1970): UCLA 6-015
  - National Maritime Union's Upgrading-Retraining Program 6-195
- Married Women—See WOMEN
- MARYLAND
  - Manpower Institutional Grant (1974): West Virginia University 6-013
- MARYLAND, BALTIMORE
  - Income Maintenance for Ex-Offenders 2-036
  - Retaining Problem Drinkers on the Job 2-004
- MASSACHUSETTS
  - Manpower Institutional Grant (1974): Boston University 6-001
- MASSACHUSETTS, BOSTON
  - In-School NYC Enrollees Employed in Action-Research 2-106
  - Introduction of CETA in Eastern Massachusetts 1-005
  - Job Finding and Performance of Addicts/Ex-Addicts 2-001
- MASSACHUSETTS, BOSTON AREA
  - Supported Employment Planning in Boston 3-034
- MASSACHUSETTS, CAMBRIDGE
  - Restructuring Health Manpower Organizations 3-057
- MASSACHUSETTS, NORTH DORCHESTER
  - Ghetto Economic Corporations 6-183
- MASSACHUSETTS, ROXBURY
  - Ghetto Economic Corporations 6-183
- Maternity Benefits—See MATERNITY EMPLOYMENT PRACTICES
- MATERNITY EMPLOYMENT PRACTICES
  - Maternity Leave Benefits 2-096
- Maternity Leave—See MATERNITY EMPLOYMENT PRACTICES
- MATHEMATICAL MODELS—See also ECONOMIC ANALYSIS AND ECONOMETRICS
  - Assets, Labor Supply, Consumption Over the Life Cycle 6-041
  - Decisionmaking Matrix and Resource Allocation Model 1-002
  - Job Mobility of Mexican-American Men 6-179
- MATURE WORKERS—See also OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; MIDDLE-AGED WORKERS
  - Dual Careers 4-023D
- MBA Program—See UNIVERSITIES AND COLLEGES
- MBR—See MALADAPTIVE BEHAVIOR RECORD
- MEANING OF WORK—See also WORK ATTITUDES; QUALITY OF EMPLOYMENT; JOB SATISFACTION
  - Effectiveness in Work Roles 4-053
  - Employment Quality and Self-Investment in Work 6-245
  - Organizational Experience and Employee Work Attitudes 4-055
  - Phenomenology of Human Labor 6-153
  - Supplemental Uses of the Workplace 4-049
  - Validation of Quality of Work Questionnaires 4-056
- MECHANIZATION—See also AUTOMATION
  - Effects of Technology on Organizational Structure 6-086
  - Resource Adjustment and Mechanization in the Tobacco Industry 4-033
  - Upgrading in Agriculture 3-046
- Medical Care—See HEALTH CARE
- Medical Laboratory Technicians—See HEALTH MANPOWER
- Medical Personnel—See HEALTH MANPOWER
- Medical Services—See HEALTH CARE
- MEN—See also FATHERS, MALE/FEMALE; YOUNG MEN
  - Adjusting to Employment Termination 6-209
  - Adolescent Social System Impact on Occupational Achievement 6-096
  - Black Male Professionals in Industry 4-058
  - Blue-Collar 4-Day Workweek 6-043
  - Determinants of Occupational Upgrading 6-211
  - Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
  - Human Capital Depreciation 6-060
  - Job Mobility of Mexican-American Men 6-179
  - Labor Force Characteristics of Puerto Rican Migrants 2-042
  - Longitudinal Analysis of Occupational Mobility 4-008
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - Market Differentials and Labor Force Behavior 6-140
  - Model Assessment and Classification System in Corrections 2-029
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Occupational Differences in Wage Discrimination Against Black Men 6-146
  - Power Motivation Among Disadvantaged Workers 6-175
  - Pre-Retirement Years 4-023A
  - Project Volunteer Power 2-126
  - Reducing the Hard Core Unemployed's Alienation 6-100
  - Streetcorner Shapeup Jobholders 4-010
  - Vocational Training Survey in Correctional Institutions 2-038
  - Work and Income in Urban Poverty Areas 4-029
  - Work and Life Style Organization 6-205
- MENTAL ABILITY
  - Career Thresholds 4-023C
  - Effects of Military Experience 5-002
- Merit System—See CIVIL SERVICE SYSTEM
- METALWORKING INDUSTRY
  - Survey of Training in Industry 4-050
- METHODOLOGY—See also specific methodologies
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Services for Workers at the Workplace 4-046

METROPOLITAN AREAS—See also URBAN AREAS
Advanced Service Metropolis 4-002F
An Analysis of the Pilot CMP 1-001
Black and Ethnic Employment Patterns and Economic Performance 6-203
Employment Expansion in a Suburban Labor Market 4-002M
Metropolitan Labor Market 4-002K
Negro Employment in the South 2-046
Negro Occupational Status and Education 4-025
Relationship between Employment, Unemployment, and Migration 4-017
Metropolitan Problems—See URBAN PROBLEMS
MEXICAN AMERICANS—See also SPANISH-SPEAKING AMERICANS
Assessment of Migrant Farm Worker Demonstration 1-051
Day Care—NYC Youth Helper Program 2-102
Economic Assimilation of Mexican Americans in Michigan 6-150
Job Mobility of Mexican-American Men 6-179
Labor Market Institutions of Rio Grande Valley 2-050
Negro Employment in Southern Construction Industry 2-045
Texas Migrant Demonstration Project 3-087
Upgrade Training in Canning Industry During Layoff Periods 3-056
Upgrade Training in the Canning Industry 3-063
MICHIGAN
Adjusting to Employment Termination 6-209
Economic Assimilation of Mexican Americans in Michigan 6-150
Labor Mobility Project (Michigan) 3-085
Manpower Institutional Grant (1974): Oakland University 6-007
MICHIGAN, DETROIT
Intraorganizational Occupational Mobility 6-118
Labor Market Information System Design and Use 1-024
New Skill Content Translation into Vocational Education Curricula 3-012
Supported Employment Planning in Detroit 3-035
Unemployment Insurance Payments 6-071
MICHIGAN, GRAND RAPIDS
New Skill Content Translation into Vocational Education Curricula 3-012
MICHIGAN, KALAMAZOO
Educational Attainment and Adult Status of Brothers 6-063
MICHIGAN, MT. PLEASANT
New Skill Content Translation into Vocational Education Curricula 3-012
MICHIGAN, WAYNE COUNTY
Decision to Participate in WIN (Michigan) 2-061
Decision to Participate in WIN (Ohio) 2-060
MICROLEVEL ANALYSIS
Economics of Service Employment 4-002J
Structure of Science 6-182
MID-SOUTH U.S.
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Rural Labor Markets 4-027
MIDDLE-AGED WORKERS—See also MATURE WORKERS
Manpower Institutional Grant (1970): Brandeis University 6-014
Market Differentials and Labor Force Behavior 6-140
National Longitudinal Surveys Clearinghouse 4-023E
National Longitudinal Surveys of Labor Force Behavior 4-023
Pre-Retirement Years 4-023A
MIGRANTS—See also FARM WORKERS; SEASONAL EMPLOYMENT
Assessment of Migrant Farm Worker Demonstration 1-051
Economic Assimilation of Mexican Americans in Michigan 6-150
Immigrants and the American Labor Market 4-018
Interface of Work and Welfare 4-002C
Job Mobility of Mexican-American Men 6-179
Labor Force Characteristics of Puerto Rican Migrants 2-042
Labor Market Institutions of Rio Grande Valley 2-050
Manpower Institutional Grant (1970): University of Utah 6-023
Manpower Research and Formation of Policy 1-067
Nonfarm Employment Problems of Farm Laborers 2-119
Nonfarm Work by Farm Families 6-215
Searching for a Successful Agricultural Migrant 6-168
Texas Migrant Demonstration Project 3-087
MIGRATION—See also GEOGRAPHIC MOBILITY
Determinants of Occupational Upgrading 6-211
Economic Assimilation of Mexican Americans in Michigan 6-150
Emigration of Southern Blacks 6-091
Employment and Income: Puerto Rico Simulation Model 6-223
European Manpower Policies 6-212
Geographic Mobility Among Selected Young Workers 6-119
Interregional Labor Force Migration 6-030
Labor Force Characteristics of Puerto Rican Migrants 2-042
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Manpower Institutional Grant (1970): The Ohio State University 6-020
Manpower Institutional Grant (1970): Virginia State College 6-024
Manpower Research and Formation of Policy 1-067
Migration Bias in Labor Force Participation Rates 6-170
Multiracial Work Forces in Coal, 1880-1930 6-097
Needs of Rural Youth in Southeast 2-116
Negro Occupational Status and Education 4-025
Rural Labor Markets 4-027
Welfare Impact on Black Migration, Marital Stability 6-105
Military—See ARMED FORCES
MILITARY TRAINING—See also TRAINING; G.I. BILL; VETERANS
Project VEHTS 2-055
MINIMUM WAGE LAWS—See also WAGES; FAIR LABOR STANDARDS ACT
Career Thresholds 4-023C
Federal Employment Programs to Raise Low Earnings 1-049B
Labor Force and Minimum Wage 6-125
Problem of Teenage Unemployment 6-156
MINING
Coal Industry's Manpower Needs Study 4-031
Coal Miners Under Black Lung Law 5-004
Manpower Institutional Grant (1970): UCLA 6-015
Multiracial Work Forces in Coal, 1880-1930 6-097
MINNESOTA
Manpower Institutional Grant (1974): Oakland University 6-007
Model NYC Programs for Rural Youth 2-107
MINNESOTA, MINNEAPOLIS
Model Urban Indian Centers 2-043
MINORITIES—(Projects dealing principally with this subject appear in Chapter 2F.) See also CHINESE AMERICANS; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; WOMEN; BLACKS
Affirmative Action Plans in Construction 5-011
Black and Ethnic Employment Patterns and Economic Performance 6-203
Business Administration Students from Minorities 3-017
Capability of Black Colleges to Meet Community Needs 1-046
Career Ladders for Lodging Industry Housekeepers 3-062
Career Progression Systems 3-047
Community Building Services Training Project 2-041
Econometric Model of Minority Hiring 6-072
Economic Status of Asians and Blacks in California 6-163
EDT: Assessment of Philadelphia's CEP Experience 1-035
Emergence of a Service Society 4-001
Employability Development Team Interaction Analysis 1-036
Employment Impact of Federal Assistance for Minority Businesses 5-016
Faculty Salary Differentials, University of Massachusetts 6-073
Federal Civil Rights Legislation and Occupational Positions of Minorities 6-083
Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
Homemaker Service Demonstration Training Project 2-021
Homemaker Training Project 2-022
Household Service Organization Development Project 2-023
Impact of Court Cases on Minority Employment 5-005
In-School NYC for Young Girls 2-109
Increasing Minority Women's Employment in Atlanta 2-049
Increasing Minority Women's Employment in Houston 2-048
Labor Force and Minimum Wage 6-125
Labor Force Characteristics of Puerto Rican Migrants 2-042

- Labor Market Information System Design and Use 1-024
- Labor Supply for Lower-Level Occupations 4-020
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1970): UCLA 6-015
- Minority Mobility Project 3-047C
- Model Urban Indian Centers 2-043
- Multiracial Work Forces in Coal, 1880-1930 6-097
- National Longitudinal Surveys Clearinghouse 4-023E
- Organizational Experience and Employee Work Attitudes 4-055
- Project SU[illegible]GE 2-025
- Public Utility Internal Labor Market Study 4-048
- Relationship between Employment, Unemployment, and Migration 4-017
- Rural Labor Markets 4-027
- Spanish Americans in the Labor Market 2-051
- State Employment Service Professional Selection System 1-042
- Study of the Pittsburgh Plan 2-052
- Training and Entry into Union Construction 2-006
- Training Impact on Minorities and Women 1-062
- Unemployment in the Urban Core 4-034
- Workshop on Research Needed on Women's Employment Situation 2-098

MINORITY BUSINESS ENTERPRISE
- Creating Opportunities in Trucking for Minorities 2-053
- Employment Impact of Federal Assistance for Minority Businesses 5-016
- Ghetto Economic Corporations 6-183
- Investment Priorities in Urban Black Communities 6-066
- Negro Employment in Southern Construction Industry 2-045
- Negro Employment in the South 2-046
- Urban Renewal Impact on Black Business 6-035

MISSISSIPPI
- Low-Income Families in Four Rural Counties 4-012
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Manpower Institutional Grant (1974): Memphis State University 6-003
- Mississippi STAR Labor Mobility Project 3-084

MISSOURI
- Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004

MISSOURI, ST. LOUIS
- Work and Income in Urban Poverty Areas 4-029

Mobility—See LABOR MOBILITY

MOBILITY ASSISTANCE—See also GEOGRAPHIC MOBILITY
- Assessment of Migrant Farm Worker Demonstration 1-051
- Labor Mobility Project (Michigan) 3-085
- Labor Mobility Project (North Carolina) 3-082
- Labor Relocation Assistance: Tuskegee Institute 6-132
- Manpower Institutional Grant (1970): University of Utah 6-023
- Mississippi STAR Labor Mobility Project 3-084
- Prisoner Rehabilitation Through Behavior Modification 2-031
- Relocation Assistance in Manpower Planning Under CETA 1-008
- Relocation: Policy and Economic Development 3-088
- Texas Migrant Demonstration Project 3-087
- Urban Renewal Impact on Black Business 6-035

MODELS—See also ECONOMIC ANALYSIS and ECONOMETRICS
- An Analysis of the Pilot CMP 1-001
- Career Beginnings 6-026
- Day Care—NYC Youth Helper Program 2-102
- Developing a Model for Youth Education 3-006
- Drug Abuse Prevention in Youth Resident Centers 2-003
- Dual Careers 4-023D
- Employment Alternative to Welfare 2-078
- Expectancy Theory of Motivation 6-094
- Experimental Job Trials 3-075
- Fertility and Labor Participation of Married Women 6-249
- Impact of Urban WIN Programs 2-071
- Labor Market Information System Design and Use 1-024
- Manpower and Economic Indicators and Forecasts 1-003
- Model NYC Programs for Rural Youth 2-107
- Model Rural Youth Projects for Southwest 2-115
- Model WIN Project for Rural Areas 2-064
- New Education Programming in Manpower Training Projects 2-111
- Sex Differences in Income Determination 6-171
- Static and Dynamic Labor Supply Functions 5-015

MONITORING OF CETA PROGRAMS—See also CETA SERVICES AND PLANNING
- Development of an Opportunity Program Manpower Information System 1-014
- Introduction of CETA in Eastern Massachusetts 1-005

MONTANA
- Manpower Institutional Grant (1974): University of Utah 6-012

MOONLIGHTING
- Multijobholding in Wichita 6-237
- Unemployment in the Urban Core 4-034

Morale—See WORK ATTITUDES

MOTHERS—See also FAMILIES; WOMEN
- Birth Expectations and Work Experience 4-013
- Births and Women's Labor Force Participation 6-193
- Decision to Participate in WIN (Ill[illegible]) 2-062
- Decision to Participate in WI[illegible]) 2-061
- Decision to Participate in WIN [illegible]) 2-060
- Dual Careers 4-023D
- Effect of Welfare Women's Working on Their Family 2-066
- Flexible Work Schedules for Welfare Participants 2-085
- Health of Working and Nonworking Poverty Mothers 2-094
- Labor Force Participation and Mothers' Fertility 6-126
- Paternal Authority, Work Training, and Income Maintenance Programs 2-077
- WIN: Making Adults Economically Independent 2-091
- Work Orientations of WIN Participants 2-082

MOTIVATION—See also WORK ATTITUDES; ATTITUDES; JOB SATISFACTION; INCENTIVES
- Career Beginnings 6-026
- Career Goals of Black College Women 6-235
- College Men's Choice of Science Careers 6-050
- Desegregation and Career Goals 4-002N
- Developing In-House Education for NYC-2 3-016
- Economic/Psychological Analysis of Teacher Mobility 6-075
- Employment Program for Minority Girls 2-099
- Evaluation of 1972 Summer Intern Program 2-110A
- Expectancy Theory of Motivation 6-094
- Future Orientation and Expectations as Success Predictors 6-098
- Geographic Mobility Among Selected Young Workers 6-119
- Job Training, Personality, and Labor Market Conditions 6-229
- Motivation of the Black Worker 6-236
- Organizational Experience and Employee Work Attitudes 4-055
- Phenomenology of Human Labor 6-153
- Policy Implications of Longitudinal Study of WIN Dropouts 2-076
- Power Motivation Among Disadvantaged Workers 6-175
- Public Service Employment and Upgrading Project in Vermont 3-027
- Staff Training for Basic Education 3-014
- Unemployment in the Urban Core 4-034
- Work and Income in Urban Poverty Areas 4-029
- Work Orientations of WIN Participants 2-082
- Worker Differences in Satisfaction With Work Itself 6-038
- YMCA Manpower Project 3-083

MRS—See MANPOWER REVENUE SHARING

Multinational Corporations—See CORPORATIONS

Multiple Jobholding—See MOONLIGHTING

Municipal Employment—See STATE AND LOCAL GOVERNMENT

N

NAB—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

National Alliance of Businessmen—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

NATIONAL LONGITUDINAL SURVEYS—See also YOUNG MEN; YOUNG WOMEN; YOUTH; WOMEN; MEN; OLDER WORKERS
- Career Development 4-009
- Career Thresholds 4-023C
- Determinants of Occupational Upgrading 6-211
- Dual Careers 4-023D

  - Effect of Unemployment on Labor Force Participation 6-218
  - Effects of Enrollment in Manpower Programs 1-057
  - Employment of Married Women With Children 6-128
  - Fertility and Labor Participation of Married Women 6-249
  - Impact of Human Resources Policies on Geographic Mobility 5-001
  - Job Search for Male Youth 6-122
  - Longitudinal Analysis of Occupational Mobility 4-008
  - Market Differentials and Labor Force Behavior 6-140
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Pre-Retirement Years 4-023A
  - Static and Dynamic Labor Supply Functions 5-015
  - Tax Law Effect on Labor Supply of Married Women 6-107
  - Turnover, Unemployment, and the Dual Labor Market 6-233
  - Unemployment Duration, Compensation, and Job Search 6-196
  - Women and the American Occupational Structure 6-257
  - Years for Decision 4-023B
- NATIONAL MANPOWER POLICY—See also NATIONAL MANPOWER POLICY TASK FORCE; RURAL MANPOWER POLICY RESEARCH GROUP
  - Bureaucratic Competition and Intergovernmental Relations 6-108
  - Manpower Research and Formation of Policy 1-067
- NATIONAL MANPOWER POLICY TASK FORCE
  - Manpower Research and Formation of Policy 1-067
  - New Manpower Researchers Conference 6-250
- NATIONAL MARITIME UNION PROGRAM—See also UNION MANPOWER PRACTICES
  - National Maritime Union's Upgrading-Retraining Program 6-195
- NATIONAL ORGANIZATION FOR WOMEN (NOW)
  - NOW: The Formative Years 6-145
- Native Americans—See INDIANS
- Navajo Indians—See INDIANS
- Navy—See ARMED FORCES
- NEBRASKA
  - Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
  - Model NYC Programs for Rural Youth 2-107
  - Rates of Return to Educational Investment 6-161
- NEBRASKA, OMAHA
  - An Analysis of the Pilot CMP 1-001
- NEGATIVE INCOME TAX
  - Employment Alternative to Welfare 2-078
  - Labor Effort Disincentives of Negative Income Taxation 6-124
- Negroes—See BLACKS
- NEIGHBORHOOD YOUTH CORPS (NYC)
  - American Scholarship Association Westchester Program 2-105
  - Assessment Measures for Youth Enrollees 3-071
  - Community Elite Corps 2-101
  - Day Care—NYC Youth Helper Program 2-102
  - Developing a Model for Youth Education 3-006
  - Developing In-House Education for NYC-2 3-016
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Effectiveness of Graham Associates NEP on NYC-2 3-019
  - Evaluation of Youth-Tutoring-Youth Model 3-011
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - In-School NYC Enrollees Employed in Action-Research 2-106
  - In-School NYC for Young Girls 2-109
  - In-School NYC Influence on Earnings Capacity 6-121
  - Model Health Care Career Program 2-103
  - Model NYC Programs for Rural Youth 2-107
  - Model Rural Youth Projects for Southwest 2-115
  - Needs of Rural Youth in Southeast 2-116
  - NYC-2 Goes to Community College 2-104
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-113
  - Selected Out-of-School NYC Programs 2-110
  - Summer/In-School NYC Vocational Exploration 2-118
  - Survey and Analysis of In-School NYC Programs 1-009
  - VEPS Program for In-School NYC Enrollees 2-100
- NEP—See NEW EDUCATION PROGRAM
- NEVADA
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
- NEW EDUCATION PROGRAM
  - Developing In-House Education for NYC-2 3-016
  - Effectiveness of Graham Associates Demonstration Project 2-117
  - Effectiveness of Graham Associates NEP on NYC-2 3-019
  - New Education Programming in Manpower Training Projects 2-111
- NEW ENGLAND
  - Trade Adjustment Assistance: A Case Study 6-194
- NEW HAMPSHIRE
  - Manpower Institutional Grant (1974): Boston University 6-001
- NEW HEALTH OCCUPATIONS PROGRAM
  - New Occupations Demonstration Project 3-060
- NEW JERSEY
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
- NEW JERSEY, JERSEY CITY
  - Supported Employment Planning in Jersey City 3-037
- NEW JERSEY, MIDDLESEX COUNTY
  - Educational Advancement for Wage Earners 3-009
- NEW JERSEY, NEWARK
  - Supported Employment Planning in Newark 3-038
- NEW MEXICO
  - Manpower Institutional Grant (1974): University of Houston 6-002
- NEW MEXICO, ALBUQUERQUE
  - An Analysis of the Pilot CMP 1-001
- NEW MEXICO, GALLUP
  - Model Urban Indian Centers 2-043
- NEW MEXICO, SILVER CITY
  - Wage Labor and Urban Chicano Adaptation 6-201
- NEW YORK
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
  - Public Assistance Employables in New York 5-013
- NEW YORK PUBLIC ASSISTANCE LAW—See also WELFARE LEGISLATION
- NEW YORK, BUFFALO
  - Effectiveness of JET on Trainees 3-013
- NEW YORK, NEW YORK
  - Better Budgeting for Human Resource Programs 1-011C
  - Evaluation of Tutoring for Firefighter Examination 3-010
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Health Services Mobility Study 3-055
  - Job Finding and Performance of Addicts/Ex-Addicts 2-001
  - Labor Force Characteristics of Puerto Rican Migrants 2-042
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Manpower Planning in the Steel Industry 4-002D
  - Manpower Utilization in Local Government 4-002L
  - Metropolitan Labor Market 4-002K
  - Metropolitan Labor Market: New York 1-011A
  - Occupational Mobility Among Unionized Civil Service Employees 6-149
  - Pioneer Messenger Service 3-031
  - Where Have All the Dollars Gone? 1-011D
  - Workfare's Impact on Employable Welfare Recipients 2-070
- NEW YORK, YONKERS
  - Job Information Center 1-019
- NEWSPAPER ADVERTISEMENTS
  - Labor Exchange Role: ES vs. Want Ads 1-012
  - Newspaper Ads and Employment Service Job Orders 1-017A
  - Newspaper Advertisements as Labor Market Indicators 1-017
- NHOP—See NEW HEALTH OCCUPATIONS PROGRAM
- NMU—See NATIONAL MARITIME UNION
- NONFARM
  - Nonfarm Employment Problems of Farm Laborers 2-119
  - Nonfarm Work by Farm Families 6-215
- NONMETROPOLITAN AREAS
  - An Analysis of the Pilot CMP 1-001
  - Population Turnaround in Nonmetropolitan Regions 5-012
  - Rural Labor Markets 4-027

Nonprofessionals—See PARAPROFESSIONALS
NORTH CAROLINA
- Manpower Development Centers in North Carolina Communities 1-054
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1974): Memphis State University 6-003
- Multiproject Demonstration of Manpower Development 1-006

NORTH CENTRAL STATES
- Model NYC Programs for Rural Youth 2-107

NORTH DAKOTA
- Manpower Institutional Grant (1974): University of Utah 6-012

NORTHWEST U.S.
- Manpower Institutional Grant (1970): University of Oregon 6-021

NORWAY
- Manpower Institutional Grant (1970): University of Utah 6-023

NOW—See NATIONAL ORGANIZATION FOR WOMEN
NURSES—See also HEALTH MANPOWER
- Expectancy Theory of Motivation 6-094
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- New Skill Content Translation into Vocational Education Curricula 3-012
- Nursing Salary and Promotion Structure 6-238
- Registered Nurse Training Programs 6-164
- Work Relationships in Medical Care Delivery 6-207

NUTRITION
- Health of Working and Nonworking Poverty Mothers 2-094

NYC—See NEIGHBORHOOD YOUTH CORPS (NYC)

O

Occupational Adjustment—See OCCUPATIONAL MOBILITY
Occupational Aspirations—See CAREER GOALS
OCCUPATIONAL ASSIGNMENT
- Black/White Teenage Occupational Employment Determinants 6-065
- National Longitudinal Surveys Clearinghouse 4-023E
- Pre-Retirement Years 4-023A
- Years for Decision 4-023B

OCCUPATIONAL CHOICE—See also COUNSELING AND GUIDANCE; CAREER CHOICE
- Adolescent Social System Impact on Occupational Achievement 6-096
- Bureaucratic Predisposition and Job Requirements 4-060
- Career Goals of Black College Women 6-235
- Career Information System 1-010
- Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
- Logit Model With Reference to Wage Subsidies 6-214
- Military Labor Markets 6-144
- Occupational Choice of the Blind 6-239
- Occupational Licensing and Public Policy 5-010
- Study of Assisting Manpower in Optometry 4-024
- Years for Decision 4-023B

OCCUPATIONAL CLASSIFICATION—See also EMPLOYER MANPOWER PRACTICES AND POLICIES
- Critique of Duncan's Stratification Research 6-055
- National Longitudinal Surveys Clearinghouse 4-023E
- Newspaper Ads and Employment Service Job Orders 1-017A
- Perceived Occupational Similarities 6-242
- Sex and Occupational Prestige 6-231
- Upgrading in Agriculture 3-046

Occupational Differentials—See WAGE STRUCTURE
Occupational Disease—See OCCUPATIONAL SAFETY AND HEALTH
Occupational Distribution—See OCCUPATIONAL STRUCTURE
OCCUPATIONAL INFORMATION—See also LABOR MARKET INFORMATION
- Career Thresholds 4-023C
- Perceived Occupational Similarities 6-242
- Preparation for Work 4-002R
- Role Models, Occupational Knowledge: Adolescent Socialization 6-166
- State and Local Government Employee Characteristics 4-032

OCCUPATIONAL LICENSING—See also CREDENTIALING; HEALTH MANPOWER
- Good Jobs, Poor Jobs 4-002A
- Occupational Licensing and Public Policy 5-010
- Occupational Licensure of Allied Health Programs 6-147
- Offender Employment Restrictions 2-039
- Proficiency Examinations for Medical Laboratory Workers 3-061
- Project VEHTS 2-055

OCCUPATIONAL MOBILITY—See also UPGRADING
- Adolescent Social System Impact on Occupational Achievement 6-096
- Black Male Professionals in Industry 4-058
- Career Patterns of 2-Year College Graduates 6-046
- Career Progression Systems 3-047
- Career Progression Systems in a Manufacturing Corporation 3-047A
- Career Progression Systems—Food Service Industry 3-047B
- Career Thresholds 4-023C
- Desegregation and Career Goals 4-002N
- Determinants of Occupational Upgrading 6-211
- Dual Careers 4-023D
- Early Career Alienation and Socioeconomic Attainment 6-070
- Effect of Collective Bargaining on Low-Wage Employment 4-028
- Emergence of a Service Society 4-001
- Employment of Married Women With Children 6-128
- Employment of Recent College Graduates 4-016
- Enhancement of Worker Mobility and Job Opportunity 3-053
- Good Jobs, Poor Jobs 4-002A
- Health Services Mobility Study 3-055
- In-Plant Upgrading and Mobility Patterns 3-058
- Intrafirm Mobility Among Apprentice-Trained Craftsmen 6-120
- Intraorganizational Occupational Mobility 6-118
- Job Mobility of Mexican-American Men 6-179
- Labor Market, Inflation, and Manpower Policy 4-004
- Labor Mobility Project (Michigan) 3-085
- Longitudinal Analysis of Occupational Mobility 4-008
- Manpower Institutional Grant (1970): Cornell University 6-016
- Minority Mobility Project 3-047C
- Multiracial Work Forces in Coal, 1880-1930 6-097
- National Longitudinal Surveys Clearinghouse 4-023E
- Negro Employment in the South 2-046
- Occupational Adjustments of Recent In-Migrants 2-124
- Occupational Licensing and Public Policy 5-010
- Occupational Mobility Among Unionized Civil Service Employees 6-149
- Occupational Mobility in the U.S. Economy 6-181
- Occupational Mobility of Low-Income Workers 6-148
- Public Utility Internal Labor Market Study 4-048
- Reading Disorders Related to Poverty and Crime 3-018
- Restructuring Health Manpower Organizations 3-057
- Review of Labor Market Analysis R&D 1-065
- Second Career Patterns of Military Retirees 6-246
- Spanish Americans in the Labor Market 2-051
- Upgrading Blue-Collar and Service Workers 4-002O
- Women and the American Occupational Structure 6-257
- Workshop on Research Needed on Women's Employment Situation 2-098

OCCUPATIONAL PROJECTIONS—See also MANPOWER PROJECTIONS
- Labor Supply for Lower-Level Occupations 4-020

Occupational Requirements—See LABOR DEMAND
OCCUPATIONAL SAFETY AND HEALTH
- Legislative and Administrative Changes on Workmen's Compensation 6-227
- Manpower Institutional Grant (1970): University of Utah 6-023

OCCUPATIONAL STATUS—See also UPGRADING; STATUS
- Determinants of Occupational Upgrading 6-211
- Employment Characteristics of Chinese Americans 4-014
- Federal Civil Rights Legislation and Occupational Positions of Minorities 6-083
- Low-Status Workers 6-136
- National Longitudinal Surveys Clearinghouse 4-023E
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Negro Occupational Status and Education 4-025

  Perceived Occupational Similarities 6-242
  Sex and Occupational Prestige 6-231
  Years for Decision 4-023B
OCCUPATIONAL STRUCTURE—See also JOB STRUCTURE
  Black and Ethnic Employment Patterns and Economic Performance 6-203
  Economics of Service Employment 4-002J
  Emergence of a Service Society 4-001
  Health Services Mobility Study 3-055
  Intraorganizational Occupational Mobility 6-118
  Labor Force Occupations and Technological Change 6-189
  Longitudinal Analysis of Occupational Mobility 4-008
  Manpower Institutional Grant (1970): The Ohio State University 6-020
  Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  Manpower Institutional Grant (1970): Virginia State College 6-024
  Manpower Research and Formation of Policy 1-067
  Manpower Training Programs for Women 6-138
  Nursing Salary and Promotion Structure 6-238
  Occupational Differences in Wage Discrimination Against Black Men 6-146
  Occupational Mobility in the U.S. Economy 6-181
  Organizational Analysis of Engineer Hiring 6-151
  Perceived Occupational Similarities 6-242
  Relationship between Employment, Unemployment, and Migration 4-017
  Sex Differences in Income Determination 6-171
  State Salary Comparability Study 1-045
  Structure of Science 6-182
  Trends in Women's Education, Attainment, Earnings, and Occupations 6-037
  Upgrading Blue-Collar and Service Workers 4-002O
  Upgrading in Agriculture 3-046
  Upgrading in Private Industry 3-051
  Women and the American Occupational Structure 6-257
  Work Relationships in Medical Care Delivery 6-207
  Working Conditions, Wage Rates, and Human Capital 6-206
  Youth Labor Market: International Variations 4-002P
OCCUPATIONAL TRAINING
  Camp Saugus Residential Job Center 2-120
  Educational Advancement for Wage Earners 3-009
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  National Maritime Union's Upgrading-Retraining Program 6-195
  New Skill Content Translation into Vocational Education Curricula 3-012
  Occupational Education as a Source of Economic Growth 5-009
  Preparation for Work 4-002R
  South Carolina's Industry Start-Up Training Program 3-079
  Study of Assisting Manpower in Optometry 4-024
  Transportation Opportunity Program 2-128
  Upgrading in Private Industry 3-051
  Years for Decision 4-023B
OCCUPATIONS—See specific occupation
OFFENDER EMPLOYMENT RESTRICTION LAWS—See also CORRECTIONS
  Offender Employment Restrictions 2-039
  Role of Prison Industries 2-034
  Work Release Laws, Policies and Operations 2-040
Offenders—(Projects dealing principally with this subject appear in Chapter 2E.) See CORRECTIONS
OFFICE WORKERS
  Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
OHIO
  Manpower Institutional Grant (1970): The Ohio State University 6-020
  Manpower Institutional Grant (1974): Oakland University 6-007
  Part-Time Employment in Food Services 6-061
OHIO, CLEVELAND
  Advanced High Intensity Training 3-048
  Executive Sabbatical Program 1-031
  Occupational Adjustments of Recent In-Migrants 2-124
OHIO, COLUMBUS
  Manpower Institutional Grant (1970): The Ohio State University 6-020
  Supported Employment Planning in Ohio 3-041
OHIO, CUYAHOGA COUNTY
  Decision to Participate in WIN (Ohio) 2-060
OHIO, DAYTON
  Dayton Ohio Cooperative Vocational Education Program 3-007
OHIO, FRANKLIN COUNTY
  Manpower Institutional Grant (1970): The Ohio State University 6-020
OHIO, SPRINGFIELD
  Supported Employment Planning in Ohio 3-041
OJT—See ON-THE-JOB TRAINING (OJT)
OKLAHOMA
  Manpower Institutional Grant (1974): University of Houston 6-002
OLDER WORKERS—See also AGING; AGE-DISCRIMINATION-IN-EMPLOYMENT ACT; RETIREMENT; MATURE WORKERS; PENSIONS
  Career Ladders for Lodging Industry Housekeepers 3-062
  Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  Labor Force and Minimum Wage 6-125
  Manpower Utilization in Labor Markets 4-043
  National Longitudinal Surveys Clearinghouse 4-023E
  National Longitudinal Surveys of Labor Force Behavior 4-023
  Pre-Retirement Years 4-023A
  Private Pensions and Involuntary Retirement 4-047
  Unemployment of Aerospace Engineers 2-018
ON-THE-JOB TRAINING (OJT)
  American Scholarship Association Westchester Program 2-105
  Capability of Black Colleges to Meet Community Needs 1-046
  Case Study of Employer Training 4-051
  Conference on Apprenticeship 2-013
  Dual Enrollment Training for Operating Engineers 2-007
  Employment of Handicapped in State Civil Service 4-041
  Evaluation of NAB-JOBS for Disadvantaged 6-093
  Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  Model Health Care Career Program 2-103
  NYC Goes to Community College 2-112
  NYC-2 Goes to Community College 2-104
  OJT for Precision Machinist Apprentices 2-005
  Pilot Study of the Apprenticeship System 2-012
  Related Instruction in Apprenticeship 2-014
  Survey of Training in Industry 4-050
  Training Effects on Negro Occupational Aspirations 6-087
  Wage Versus Job Competition 4-052
OPERATING ENGINEERS
  Dual Enrollment Training for Operating Engineers 2-007
  Related Instruction in Apprenticeship 2-014
OPERATION PATHFINDER
  Social Reinforcement in a Juvenile Delinquency Project 2-033
OPTOMETRISTS
  Study of Assisting Manpower in Optometry 4-024
OREGON
  Career Information System 1-010
  Impact of Laws Prohibiting Sex Discrimination 6-102
  Manpower Institutional Grant (1974): Oregon State University 6-009
OREGON, PORTLAND
  Supported Employment Planning in Portland 3-042
ORGANIZATIONAL ENVIRONMENT
  Career Beginnings 6-026
  Effectiveness in Work Roles 4-053
  Effects of a Human Resource Center 4-037
  Experimental Manpower Laboratory: Social Systems Intervention 3-073
  Management-Worker Collaboration in Job Structuring 1-068B
  Manpower Institutional Grant (1970): University of Oregon 6-021
  Organizational Climates and Human Relations 6-040
  Organizational Experience and Employee Work Attitudes 4-055
  Quality of Work Bibliography 4-057
  Services for Workers at the Workplace 4-046

  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-052
- ORGANIZATIONAL STRUCTURE
  - Bureaucratic Predisposition and Job Requirements 4-060
  - Health Services Mobility Study 3-055
  - Institutional Racism 6-115
  - Intersystem Linkage and Research Utilization 1-060
  - Intraorganizational Occupational Mobility 6-118
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Need Satisfaction in Work and Nonwork 6-111
  - Pilot Manpower Training Advisory Service for Employers 4-045
  - Quality of Work Bibliography 4-057
  - Restructuring Health Manpower Organizations 3-057
  - Shared Decisionmaking in Prison Management 2-035
  - Structure of Science 6-182
- ORIENTATION—See also PREVOCATIONAL TRAINING; COUNSELING AND GUIDENCE; ASSESSMENT AND EVALUATION
  - Bridges to Work for Young People 4-002B
  - Characteristics of Employees Hired by NAB Employers 6-042
  - Effect of Employment on Self-Image 6-082
  - Engineers' Reemployment Assistance 2-016
  - Job Patterns for WIN Terminees 2-074
  - Manpower Development Centers in North Carolina Communities 1-054
  - Program Instruction for WIN Employability Orientation 2-065
- Out-Of-School Programs—See NEIGHBORHOOD YOUTH CORPS (NYC)
- Outmigration—See MIGRATION
- Output—See PRODUCTION
- Overtime—See WORK SCHEDULES
- OWNERS
  - Employment Impact of Federal Assistance for Minority Businesses 5-016
  - New Businesses and Urban Employment Opportunities 4-006

P

- PAPER INDUSTRY
  - Upgrading the Underemployed in the Paper Industry 3-052
- Paramedical Occupations—See HEALTH MANPOWER
- PARAPROFESSIONALS
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-049
  - Disadvantaged Workers in Parks and Recreation 3-025
  - Indigenous Nonprofessionals in Human Service Organizations 6-198
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Public Service Employment and Upgrading Project in Vermont 3-027
- Parks—See RECREATION AND PARKS
- Parole—See CORRECTIONS
- PART-TIME EMPLOYMENT—See also WORK SCHEDULES
  - Casual Labor in Temporary Help Jobs 4-030
  - Coop Education in School-to-Work Transition 3-021
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - Part-Time Employment in Food Services 6-061
  - Women in Temporary Help Jobs 4-019
  - Women's Nonstandard Workday/Workweek 6-184
- PARTICIPANT-OBSERVER METHODOLOGY
  - Effect of Welfare Women's Working on Their Family 2-066
  - Low-Status Workers 6-136
  - Ohio ES Upgrading Program 3-069
  - R&D Strategy Design for the Employment Service 1-059
  - Restructuring Health Manpower Organizations 3-057
  - Searching for a Successful Agricultural Migrant 6-168
- PEACE—See PROGRAM FOR EDUCATIONAL AND CULTURAL EXCELLENCE
- PENNSYLVANIA
  - Computerized Interarea Job Clearance System 1-023
  - Manpower Institutional Grant (1974): West Virginia University 6-013
- PENNSYLVANIA, DELAWARE VALLEY
  - Services for Workers at the Workplace 4-046
- PENNSYLVANIA, PHILADELPHIA
  - EDT: Assessment of Philadelphia's CEP Experience 1-035
  - New Businesses and Urban Employment Opportunities 4-006
  - Problems of Transition from Training to Work 3-074
  - Women's Nonstandard Workday/Workweek 6-184
- PENNSYLVANIA, PITTSBURGH
  - Study of the Pittsburgh Plan 2-052
- Pension Portability—See PENSIONS
- PENSIONS—See also RETIREMENT
  - Manpower Utilization in Labor Markets 4-043
  - Pre-Retirement Years 4-023A
  - Private Pensions and Involuntary Retirement 4-047
- PEP—See PUBLIC EMPLOYMENT PROGRAMS
- PERSONNEL ADMINISTRATION—See also MANPOWER PROGRAM MANAGEMENT; EMPLOYMENT SERVICE MANAGEMENT
  - Changing Schedules of Work 4-039
  - Review of Job Analysis R&D 1-064
  - Staffing in Manpower Training Projects 1-044
  - WIN Tax Credit Program 2-084
- Personnel Selection—See RECRUITMENT
- PERSONS OF LIMITED ENGLISH SPEAKING ABILITY
  - Texas Migrant Demonstration Project 3-087
- Ph.D's—See DOCTORAL DEGREES
- PHENOMENOLOGY
  - Phenomenology of Human Labor 6-153
- Phillips Curve—See UNEMPLOYMENT/INFLATION TRADEOFF
- PHYSICIANS—See also HEALTH MANPOWER
  - Career Patterns of Women Physicians 6-045
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Work Relationships in Medical Care Delivery 6-207
- PHYSICISTS
  - Structure of Science 6-182
- PILOT STUDY
  - Case Study of Employer Training 4-051
  - Increasing Minority Women's Employment in Atlanta 2-049
  - Increasing Minority Women's Employment in Houston 2-048
  - Job Offer Response and Labor Market Conditions 6-243
  - Labor Market Information System Design and Use 1-024
  - Newspaper Ads and Employment Service Job Orders 1-017A
  - Pilot Study of the Apprenticeship System 2-012
- Placement—See JOB PLACEMENT
- PLANNING—See COMPREHENSIVE MANPOWER PLANNING; MANPOWER PLANNING, RESEARCH AND DEVELOPMENT; PRIME SPONSORS PLANNING COUNCIL
- Planning Council—See PRIME SPONSORS PLANNING COUNCIL
- PLANT SHUTDOWN—See also EMPLOYMENT TERMINATION, LAYOFFs, TRADE ADJUSTMENT ASSISTANCE
  - Effects of Adjustment Assistance on Displaced Workers 6-224
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
  - Employment Enabling Services For Women 2-097
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
  - Labor Mobility Project (Michigan) 3-085
  - Urban Renewal Impact on Black Business 6-035
- POLICE—See also LAW ENFORCEMENT
  - Labor Market for Policemen 6-036
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Manpower Institutional Grant (1970): University of Oregon 6-021
- POLITICAL ACTION INSTITUTIONS
  - Effects of Technology on Organizational Structure 6-086
  - Industrialization, Responses, and Uses of the Political System 6-112
- Poor—See POVERTY
- POPULATION—See also LABOR FORCE, LABOR SUPPLY; IMMIGRANTS
  - Fertility and Labor Participation of Married Women 6-249
  - Manpower and the Metropolis 1-066
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Needs of Rural Youth in Southeast 2-116
  - Population Decrease and Employment in Agricultural Communities 6-162

- Population Turnaround in Nonmetropolitan Regions 5-012
- Welfare Impact on Black Migration, Marital Stability 6-105

POST-HIGH SCHOOL TRAINING
- Educational Consumer Protection 5-008

Post-program Earnings—See ASSESSMENT AND EVALUATION

POVERTY—See also LOW INCOME; CULTURE OF POVERTY
- Federal Employment Programs to Raise Low Earnings 1-049B
- Federal Programs, Legislation, and Their Manpower Implications 5-007
- Good Jobs, Poor Jobs 4-002A
- Health of Working and Nonworking Poverty Mothers 2-094
- Income Dynamics of the Poor 2-073
- Inflationary Effects of Public Service Employment 1-049
- Interface of Work and Welfare 4-002C
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1970): University of Utah 6-023
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Reading Disorders Related to Poverty and Crime 3-018
- Rural Industrialization and Poverty in the South 4-026
- Rural Labor Markets 4-027
- Welfare Careers and Low-Wage Employment 2-087

POVERTY AREAS—See also INNER-CITY RESIDENTS; GHETTO RESIDENTS
- Black Female Unemployment 2-095
- Dual Labor Market 6-069
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018

PRE-TRIAL INTERVENTION—See also CORRECTIONS
- Expansion of Pre-Trial Intervention Programs 2-030

PREAPPRENTICE TRAINING—See also APPRENTICESHIP
- Study of the Pittsburgh Plan 2-052

Precision Machinist—See MACHINISTS

PREDICTION OF SUCCESS IN PROGRAMS—See also EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT
- Assessment Measures for Youth Enrollees 3-071
- Employability Among the Visually Impaired 6-155
- Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Predicting Job or Training Tenure 3-076
- Prisoner Rehabilitation Through Behavior Modification 2-031
- Problems of Transition from Training to Work 3-074
- Work and Income in Urban Poverty Areas 4-029
- Youth in WIN 2-092

PREVOCATIONAL TRAINING—See also APPRENTICESHIP
- Manpower Development Centers in North Carolina Communities 1-054
- Staff Training for Basic Education 3-014

PRIME SPONSORS (CETA)
- An Analysis of the Pilot CMP 1-001
- Facilitating the Adoption of New Procedures 1-004
- Impediments to Alliance of WIN/CETA 1-007
- Introduction of CETA in Eastern Massachusetts 1-005
- Multiproject Demonstration of Manpower Development 1-006
- Planning for Human Resource Development 1-053

PRIME SPONSORS PLANNING COUNCIL—See also REGIONAL PLANNING
- Introduction of CETA in Eastern Massachusetts 1-005
- Multiproject Demonstration of Manpower Development 1-006

PRISON INDUSTRIES—See also CORRECTIONS
- Role of Prison Industries 2-034

Prisoners—(Projects dealing principally with this subject appear in Chapter 2E.) See CORRECTIONS

PRIVATE EMPLOYMENT AGENCIES—See also TEMPORARY HELP SERVICE
- Employment Characteristics of Chinese Americans 4-014
- Labor Market for Scientific Personnel 6-130

Private Household Work—See HOUSEHOLD WORKERS

PRIVATE INDUSTRY—See also INDUSTRY PRACTICES
- Black Male Professionals in Industry 4-058
- Federal Government and Private Sector Wage Differentials 6-200
- Labor Market and Private Retirement Systems 6-131
- Manpower Institutional Grant (1970): University of Oregon 6-021
- Manpower Research and Formation of Policy 1-067
- Public Service Employment vs. the Private Sector 1-049C
- Survey of Training in Industry 4-050

PROBABILITY MODELS
- Supply Responses of the Unemployed 6-188

Probation—See JOB RETENTION

PROBATION OFFICERS—See also CORRECTIONS
- Comparison of Probation Officers and Volunteers 6-053

PRODUCTION
- Manpower Institutional Grant (1970): Southern Methodist University 6-022

PRODUCTIVITY
- Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-027
- Construction Manpower Development and Utilization 4-022
- Demand for Labor of Uncertain Quality 6-057
- Demand for Workers in the U.S. Economy 6-092
- Effectiveness in Work Roles 4-053
- Employee Participation in Pay Plan Development 4-054
- Management-Worker Collaboration in Job Structuring 1-068B
- Manpower Policy and Programs—A Planning Project 6-234
- Pilot Manpower Training Advisory Service for Employers 4-045
- Role Performance and Organizational Commitment 6-167
- Short- and Long-Run Demand for Labor Services 6-058
- Short-Run Employment Fluctuations in Public Utilities 6-251
- Total and Primary Factor Productivity 6-143
- Wage Differentials in Japanese Manufacturing 6-160
- White-Collar Work 6-255

PROFESSIONAL SPORTS
- Manpower Institutional Grant (1970): Southern Methodist University 6-022

PROFESSIONALS
- Advanced Service Metropolis 4-002F
- Black Male Professionals in Industry 4-058
- Increasing Minority Women's Employment in Atlanta 2-049
- Increasing Minority Women's Employment in Houston 2-048
- National Longitudinal Surveys Clearinghouse 4-023E

Proficiency Examinations—See TESTING

PROGRAM FOR EDUCATIONAL AND CULTURAL EXCELLENCE
- Occupational Adjustments of Recent In-Migrants 2-124

PROGRAMMED INSTRUCTION—See also INSTRUCTIONAL MATERIALS; EDUCATION; TRAINING
- Developing In-House Education for NYC-2 3-016
- Effectiveness of Graham Associates NEP on NYC-2 3-019
- OJT for Precision Machinist Apprentices 2-005
- Performance Based Apprentice Training 2-009
- Prisoner Rehabilitation Through Behavior Modification 2-031
- Staff Training for Basic Education 3-014

Project Bolt—See BASIC OCCUPATIONAL LANGUAGE TRAINING

PROJECT SPRUCE
- Job Training and Development for UI Exhaustees 3-086

Project Surge—See SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT (SURGE)

PROJECT TALENT
- Career Beginnings 6-026

Project VEHTS—See VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN

Promotion—See UPGRADING

PSC—See PUBLIC SERVICE CAREERS

Public Agencies—See GOVERNMENT WORK

Public Assistance—See WELFARE PROGRAMS

Public Employment—See GOVERNMENT WORK

PUBLIC EMPLOYMENT PROGRAMS—(Projects dealing principally with this subject appear in Chapter 3B.)
- Demand and Supply Considerations of Expanded Public Employment Program 1-049D, 1-049E
- Disadvantaged Workers in Parks and Recreation 3-025
- Employment Alternative to Welfare 2-078
- Experimental Manpower Laboratory: Disadvantaged Youth 2-108
- Federal Employment Programs to Raise Low Earnings 1-049B
- Guaranteed Job Program 6-062
- Inflationary Effects of Public Service Employment 1-049

Job Satisfaction and Parolee Recidivism 1-049A
Manpower Research and Formation of Policy 1-067
Multiproject Demonstration of Manpower Development 1-006
Municipal Government Employment and Wages 6-220
Public Employment Programs in Wisconsin 6-158
Public School Teachers Wage Determination 6-199
Public Service Employment and Upgrading Project in Vermont 3-027
Public Service Employment Emergency Action Plan 3-024
Public Service Employment for the Disadvantaged 6-159
Public Service Employment vs. the Private Sector 1-049C
Rural Labor Markets 4-027
Rural Manpower Policy Research Group 2-127
Supported Employment in the Public Sector 3-032
Trade Adjustment Assistance: A Case Study 6-194
Transition in Public Employment Programs 3-029
Transitional Effects of Public Service Employment 3-023
Union Impact on PEP 3-026

PUBLIC EMPLOYMENT SERVICE—See also particular aspects of employment service operations
Computerized Interarea Job Clearance System 1-023
Computerized Job Matching: Utah State Employment Service 6-213
Conference on the Public Employment Service 1-032
Employment Characteristics of Chinese Americans 4-014
Executive Order 11598 and the Employment Service 1-034
Federal Programs, Legislation, and Their Manpower Implications 5-007
Improvement of Employer Services in the Employment Service 1-039
Job Bank: A Case Study 1-028
Job Search for Male Youth 6-122
Labor Exchange Role: ES vs. Want Ads 1-012
Labor Market Information System Design and Use 1-024
Labor Market, Inflation, and Manpower Policy 4-004
Labor Market: An Information System 1-011B
Manpower Institutional Grant (1970): University of Utah 6-023
Newspaper Ads and Employment Service Job Orders 1-017A
Public Assistance Employables in New York 5-013
R&D Strategy Design for the Employment Service 1-059

Public Health Industry—See HEALTH MANPOWER

Public Policy—See ECONOMIC POLICY

PUBLIC SAFETY—See also POLICE, FIRE FIGHTERS
Federal Programs, Legislation, and Their Manpower Implications 5-007

Public School Teachers—See TEACHERS

PUBLIC SECTOR—See also GOVERNMENT WORK; PUBLIC EMPLOYMENT PROGRAMS
Labor in Nonprofit Industries and Government 4-011
Public School Teachers Wage Determination 6-199

PUBLIC SERVICE CAREERS
Career Opportunities Development Program 4-038
Disadvantaged Workers in Parks and Recreation 3-025

Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS

PUBLIC UTILITIES
Feasibility for Research on Public Utility Labor Market 4-042
Need Satisfaction in Work and Nonwork 6-111
Public Utility Internal Labor Market Study 4-048
Short-Run Employment Fluctuations in Public Utilities 6-251

Public Welfare Laws—See WELFARE LEGISLATION

Public Welfare Programs—See WELFARE PROGRAMS

PUERTO RICANS—See also SPANISH-SPEAKING AMERICANS
Employment and Income: Puerto Rico Simulation Model 6-223
Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
Labor Force Characteristics of Puerto Rican Migrants 2-042
Manpower Research and Formation of Policy 1-067
Project BOLT 3-015

PUERTO RICO
Labor Force Characteristics of Puerto Rican Migrants 2-042
Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005

Q

Qualifications—See JOB APPLICANTS

QUALITY OF EMPLOYMENT—See also JOB SATISFACTION
Changing Schedules of Work 4-039
Effectiveness in Work Roles 4-053
Employee Participation in Job Structuring 4-044
Employment Quality and Self-Investment in Work 6-245
Management-Worker Collaboration in Job Structuring 1-068B
Quality of Work Bibliography 4-057
Validation of Quality of Work Questionnaires 4-056

R

RACE—See also DISCRIMINATION; RACIAL DISCRIMINATION, BLACKS
Why Do Blacks and Women Have High Unemployment Rates? 6-256

RACIAL DISCRIMINATION—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; DISCRIMINATION
Federal Civil Rights Legislation and Occupational Positions of Minorities 6-083
Good Jobs, Poor Jobs 4-002A
Housing Discrimination Effect on Negro's Commuting 6-084
Institutional Racism 6-115
Manpower Institutional Grant (1970): Southern Methodist University 6-022
National Longitudinal Surveys Clearinghouse 4-023E
Negro Employment in the South 2-046
Occupational Differences in Wage Discrimination Against Black Men 6-146
Turnover, Unemployment, and the Dual Labor Market 6-233
Upgrading the Underemployed in the Paper Industry 3-052

Racial Minorities—(Projects dealing principally with this subject appear in Chapter 2F.) See MINORITIES

RAILROADS
Technological & Operational Change: Impact on Railroads 6-103

READING—See also BASIC EDUCATION
Reading Disorders Related to Poverty and Crime 3-018

Real Earnings—See EARNINGS

REAL ESTATE JOBS
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017

Recidivism—See CORRECTIONS

RECREATION AND PARKS
Disadvantaged Workers in Parks and Recreation 3-025

RECRUITMENT—See also HIRING PRACTICES
Casual Labor in Temporary Help Jobs 4-030
Disadvantaged Workers in Parks and Recreation 3-025
Economics of Canadian Military Manpower Supply 6-079
Expectancy Theory of Motivation 6-094
Experimental Job Trials 3-075
Impact of Court Cases on Minority Employment 5-005
Increasing Minority Women's Employment in Houston 2-048
Labor Market for Policemen 6-036
Labor Market Information Systems and the Disadvantaged 1-020
Manpower Institutional Grant (1970): Southern Methodist University 6-022
New Occupations Demonstration Project 3-060
Predicting Job or Training Tenure 3-076
Public Service Employment Emergency Action Plan 3-024
Public Utility Internal Labor Market Study 4-048
Recruiting, Placing, Retaining CEP Participants 2-079
Small Market Clerical/Laborer Wage Differentials 6-099
Staffing in Manpower Training Projects 1-044
State Employment Service Professional Selection System 1-042
Study of the Pittsburgh Plan 2-052
Upgrading in Agriculture 3-046
Women in Temporary Help Jobs 4-019

REEMPLOYMENT ASSISTANCE
Engineers, Unemployed, Job Search Workshops 2-017
Engineers' Reemployment Assistance 2-016

Referral—See JOB PLACEMENT

Regional Labor Markets—See LABOR MARKET AREAS

REGIONAL OFFICE OF MANPOWER ADMINISTRATION
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Manpower Institutional Grant (1974): Boston University 6-001
Manpower Institutional Grant (1974): Memphis State University 6-003

- Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
- Manpower Institutional Grant (1974): Oakland University 6-007
- Manpower Institutional Grant (1974): Oklahoma State University 6-008
- Manpower Institutional Grant (1974): Oregon State University 6-009
- Manpower Institutional Grant (1974): Pan American University 6-010
- Manpower Institutional Grant (1974): San Francisco State University 6-011
- Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
- Manpower Institutional Grant (1974): University of Houston 6-002
- Manpower Institutional Grant (1974): University of Missouri, Columbia 6-004
- Manpower Institutional Grant (1974): University of Utah 6-012
- Manpower Institutional Grant (1974): West Virginia University 6-013

REGIONAL PLANNING—See also COMPREHENSIVE MANPOWER PLANNING, PRIME SPONSORS PLANNING COUNCIL
- An Analysis of Mature Regions 6-032
- Population Turnaround in Nonmetropolitan Regions 5-012

Registry and Placement Service—See JOB PLACEMENT

REHABILITATION—See also DRUG USERS, HANDICAPPED, ALCOHOLICS, CORRECTIONS
- Coal Miners Under Black Lung Law 5-004
- Comparison of Probation Officers and Volunteers 6-053
- Drug Abuse Prevention in Youth Resident Centers 2-003
- Effect of Employment on Self-Image 6-082
- Job Satisfaction and Parolee Recidivism 1-049A
- Prisoner Rehabilitation Through Behavior Modification 2-031
- Retaining Problem Drinkers on the Job 2-004
- Sheltered Workshops and Handicapped Clients Survey 3-045
- Women Offenders Projects 2-037
- Work Release Laws, Policies and Operations 2-040

Reinforcement—See SOCIAL REINFORCEMENT

RELATED INSTRUCTION
- Conference on Apprenticeship 2-013
- Dual Enrollment Training for Operating Engineers 2-007
- Journeyman Upgrading Programs in Construction 3-054
- Performance Based Apprentice Training 2-009
- Pilot Study of the Apprenticeship System 2-012
- Related Instruction in Apprenticeship 2-014

Relocation Assistance—See MOBILITY ASSISTANCE

Remedial Education—See BASIC EDUCATION

REPAIR SERVICES
- New Occupations Demonstration Project 3-060

Research and Development—See MANPOWER PLANNING, RESEARCH AND DEVELOPMENT

Research Funding—See FEDERAL FUNDING

Research Review—See LITERATURE REVIEW

RESIDENTIAL JOB CENTERS—See also JOB CORPS
- Camp Saugus Residential Job Center 2-120

RETARDED
- Employment of Handicapped in State Civil Service 4-041
- Handbook for Employment of the Slow Learner 2-121

RETENTION OF TRAINEES—See also DROPOUTS
- Recruiting, Placing, Retaining CEP Participants 2-079

Retention of Workers—See JOB RETENTION

RETIREMENT—See also OLDER WORKERS, PENSIONS, TRANSITION FROM WORK TO RETIREMENT
- Labor Market and Private Retirement Systems 6-131
- Manpower Institutional Grant (1970): Brandeis University 6-014
- Manpower Institutional Grant (1970): Cornell University 6-016
- Manpower Institutional Grant (1970): West Virginia University 6-025
- Manpower Utilization in Labor Markets 4-043
- Pre-Retirement Years 4-023A
- Private Pensions and Involuntary Retirement 4-047
- Second Career Patterns of Military Retirees 6-246

RETRAINING
- Exploratory Empirical Research on Secondary Labor Markets 6-225
- Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
- National Maritime Union's Upgrading-Retraining Program 6-195

RETURNS ON EDUCATIONAL INVESTMENT—See also HUMAN CAPITAL, ASSESSMENT AND EVALUATION; EDUCATION EFFECT ON CAREER PATTERNS
- Career Thresholds 4-023C
- Economic Analysis of the Job Corps 6-074
- Economic Status of Asians and Blacks in California 6-163
- Educational Attainment and Adult Status of Brothers 6-063
- Employment Quality and Self-Investment in Work 6-245
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Manpower Institutional Grant (1970): Virginia State College 6-024
- Measuring Economic Value of Schooling Output 6-142
- National Longitudinal Surveys Clearinghouse 4-023E
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Occupational Differences in Wage Discrimination Against Black Men 6-146
- Pre-Retirement Years 4-023A
- Preparation for Work 4-002R
- Public School Teachers Wage Determination 6-199
- Rates of Return to Educational Investment 6-161
- Reading Disorders Related to Poverty and Crime 3-018
- Wage Versus Job Competition 4-052

RETURNS ON TRAINING—See also ASSESSMENT AND EVALUATION, HUMAN CAPITAL; TRAINING EFFECTIVENESS AND IMPACT
- Effects of Enrollment in Manpower Programs 1-057
- Factors Affecting Earnings of Workers Terminated In Plant Closure 6-228
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Pre-Retirement Years 4-023A
- Registered Nurse Training Programs 6-164

REVENUE SHARING—See MANPOWER REVENUE SHARING

RHODE ISLAND
- Labor Force Participation and Mothers' Fertility 6-126
- Manpower Institutional Grant (1974): Boston University 6-001

RIO GRANDE VALLEY
- Labor Market Institutions of Rio Grande Valley 2-050

ROLE CONFLICT
- Career Patterns of Women Physicians 6-045
- Characteristics of Career and Homemaking Oriented Women 6-241
- Role Conflicts of Indigenous Welfare Aids 6-165

ROLE MODELS
- Career Goals of Black College Women 6-235
- Characteristics of Career and Homemaking Oriented Women 6-241
- Dual Careers 4-023D
- Employment Program for Minority Girls 2-099
- Facilitating the Adoption of New Procedures 1-004
- In-School NYC for Young Girls 2-109
- National Longitudinal Surveys of Labor Force Behavior 4-023
- Role Models, Occupational Knowledge: Adolescent Socialization 6-166
- Women's Postgraduate Employment 6-222
- Years for Decision 4-023B

ROLE PLAYING
- Facilitating the Adoption of New Procedures 1-004

RURAL AREAS
- Economic Development in a Navajo Community 6-029
- Effect of Social Support on the Consequences of Job Loss 6-114
- Labor Market Institutions of Rio Grande Valley 2-050
- Labor Mobility Project (Michigan) 3-085
- Labor Mobility Project (North Carolina) 3-082
- Low-Income Families in Four Rural Counties 4-012
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1970): Virginia State College 6-024
- Manpower Institutional Grant (1970): West Virginia University 6-025
- Mississippi STAR Labor Mobility Project 3-084

  - Model NYC Programs for Rural Youth 2-107
  - Model Rural Youth Projects for Southwest 2-115
  - Model WIN Project for Rural Areas 2-064
  - Needs of Rural Youth in Southeast 2-116
  - Nonfarm Employment Problems of Farm Laborers 2-119
  - Public Employment Programs in Wisconsin 6-158
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Rural Industrialization and Poverty in the South 4-026
  - Rural Labor Markets 4-027
  - Rural Manpower Policy Research Group 2-127
  - Structural Analysis of the Knights of Labor 6-157

RURAL MANPOWER POLICY RESEARCH GROUP
  - Rural Manpower Policy Research Group 2-127

S

Salaries—See WAGES

SALARY COMPARABILITY STUDIES
  - Faculty Salary Differentials, University of Massachusetts 6-073
  - State Salary Comparability Study 1-045

SALES WORKERS
  - New Skill Content Translation into Vocational Education Curricula 3-012

Samoa—See AMERICAN SAMOA

SANITATION WORKERS
  - Low-Status Workers 6-136
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019

School Teachers—See TEACHERS

School-To-Work Transition—See TRANSITION FROM SCHOOL TO WORK

Schools—See HIGH SCHOOLS

SCIENTISTS
  - College Men's Choice of Science Careers 6-050
  - Employment and Unemployment Survey for Scientists and Engineers 4-035
  - Engineers and Scientists in California 6-077
  - Engineers, Unemployed, Job Search Workshops 2-017
  - Engineers' Reemployment Assistance 2-016
  - Labor Market Experience for Engineers 2-020
  - Labor Market for Scientific Personnel 6-130
  - Mail-Matching of Applicants and Jobs 6-221
  - Men and Women in Science and Engineering 6-044
  - Reduced Research Funding and University Scientists 6-068
  - Social-Psychological Impact of Worklife Instability 6-173

SEASONAL EMPLOYMENT—See also TEMPORARY EMPLOYMENT; MIGRANTS
  - Manpower Utilization in the Homebuilding Industry 6-217
  - Upgrade Training in Canning—Planning Phase 3-064
  - Upgrade Training in the Canning Industry 3-063
  - Upgrading in Agriculture 3-046

SECOND CAREERS
  - Second Career Patterns of Military Retirees 6-246

Secondary Education—See HIGH SCHOOLS

SECONDARY LABOR FORCE—See also DUAL LABOR MARKETS
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Street-corner Shapeup Jobholders 4-010

Secondary Labor Market—See DUAL LABOR MARKET

SECRETARIAL OCCUPATIONS—See also CLERICAL WORK; STENOGRAPHERS
  - Years for Decision 4-023B

Segregation—See HOUSING SEGREGATION

Selection—See RECRUITMENT

Self-Employed—See OWNERS

SELF-HELP FOR JOBSEEKERS
  - Engineers, Unemployed, Job Search Workshops 2-017
  - Engineers' Reemployment Assistance 2-016
  - Experimental Labor Market Information System 1-016
  - Job Information Center 1-019

Self-Image—See ATTITUDES

Seminars—See CONFERENCES

SENIORITY SYSTEMS
  - Impact of Court Cases on Minority Employment 5-005
  - Upgrading the Underemployed in the Paper Industry 3-052

SERVICE DELIVERY SYSTEMS
  - An Analysis of the Pilot CMP 1-001
  - Better Budgeting for Human Resource Programs 1-011C
  - Bridges to Work for Young People 4-002B
  - California's Job Agent System 1-037
  - Conference on the Public Employment Service 1-032
  - Design of a Labor Market Information System 1-025
  - Facilitating the Adoption of New Procedures 1-004
  - Human Economy 4-002G
  - Human Services Manpower Career Center 1-038
  - Information System for Urban Manpower Programs 1-026
  - Interorganizational Relations and Inner-City Manpower Programs 1-063
  - Job Patterns for WIN Terminees 2-074
  - Labor Market Information for Local Delivery of Manpower Services 1-021
  - Localized Job Search Information System 1-029
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - Mississippi STAR Labor Mobility Project 3-084
  - Multiproject Demonstration of Manpower Development 1-006
  - Public Service Employment and Upgrading Project in Vermont 3-027
  - Rural Manpower Policy Research Group 2-127
  - Systems Approach to Taxonomy of Disadvantagement 3-077
  - Work and Income in Urban Poverty Areas 4-029
  - Youth Labor Market: International Variations 4-002P

SERVICE INDUSTRIES
  - Advanced Service Metropolis 4-002F
  - Community Building Services Training Project 2-041
  - Economics of Service Employment 4-002J
  - Effect of Collective Bargaining on Low-Wage Employment 4-028
  - Emergence of a Service Society 4-001
  - Employment Expansion in a Suburban Labor Market 4-002M
  - Labor Supply for Lower-Level Occupations 4-020
  - Occupational Licensing and Public Policy 5-010
  - Role Conflicts of Indigenous Welfare Aids 6-165
  - Upgrading Blue-Collar and Service Workers 4-002O

Services to Employers—See EMPLOYER SERVICES

SERVICES TO WORKERS—See also SUPPORTIVE SERVICES
  - Impact of BOLT on Manpower Agencies 3-002
  - Mail-Matching of Applicants and Jobs 6-221
  - Services for Workers at the Workplace 4-046
  - Supplemental Uses of the Workplace 4-049

SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT (SURGE)
  - Project SURGE 2-025

SEX DIFFERENCES—See also MALE/FEMALE
  - Budgets, Earnings, and Work of Married Women 6-254
  - Low Wages for Women Workers 6-192
  - Male and Female Wage and Employment Differences 6-152
  - Manpower Research and Formation of Policy 1-067
  - National Longitudinal Surveys Clearinghouse 4-023E
  - Sex and Occupational Prestige 6-231
  - Sex Differences in Income Determination 6-171
  - Spanish Americans in the Labor Market 2-051
  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-052
  - Why Do Blacks and Women Have High Unemployment Rates? 6-256

SEX DISCRIMINATION—See also WOMEN; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WAGE DIFFERENTIALS; MALE/FEMALE
  - Economics of Sex Discrimination 6-080
  - Geographical Immobility and Low-Income Area Unemployment 6-088
  - Impact of Laws Prohibiting Sex Discrimination 6-102
  - Manpower Research and Formation of Policy 1-067
  - Maternity Leave Benefits 2-096
  - National Longitudinal Surveys Clearinghouse 4-023E
  - NOW: The Formative Years 6-145
  - Sex Differences in Income Determination 6-171

  - University Salary Structure and Sex Discrimination 6-253
  - Women in Wisconsin Apprenticeship 2-015
- SHELTERED WORKSHOPS
  - Employment of Handicapped in State Civil Service 4-041
  - Sheltered Workshops and Handicapped Clients Survey 3-045
- SHOE INDUSTRY
  - Trade Adjustment Assistance: A Case Study 6-194
- SIMULATION
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - Facilitating the Adoption of New Procedures 1-004
  - Labor Market Information System Design and Use 1-024
  - Training Machine, The SMART Trainer 3-001
- Skill Training—See OCCUPATIONAL TRAINING
- Skill Transferability—See TRANSFERABILITY OF SKILLS
- SKILLED WORKERS
  - Affirmative Action Plans in Construction 5-011
  - Coal Industry's Manpower Needs Study 4-031
  - New Occupations Demonstration Project 3-060
  - Occupational Licensing and Public Policy 5-010
  - Social-Psychological Impact of Worklife Instability 6-173
  - Structural Analysis of the Knights of Labor 6-157
- SMALL GRANT RESEARCH PROJECTS—(These projects appear in Chapter 6D.)
- SMALL LABOR MARKETS
  - Small Market Clerical/Laborer Wage Differentials 6-099
- SMSA—See STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
- SNAP-SMART PROJECT
  - Training Machine, The SMART Trainer 3-001
- SOCIAL CHANGE
  - Model Urban Indian Centers 2-043
  - Model WIN Project for Rural Areas 2-064
  - State Labor Legislation for Women 6-049
  - WIN: Making Adults Economically Independent 2-091
- Social Health Technicians—See HEALTH MANPOWER
- SOCIAL INDICATORS
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): The Ohio State University 6-020
- SOCIAL MOBILITY—See also LABOR MOBILITY
  - Effects of Technology on Organizational Structure 6-086
  - Job Mobility of Mexican-American Men 6-179
- SOCIAL POLICIES—(Projects dealing principally with this subject appear in Chapter 5.)
- SOCIAL REINFORCEMENT
  - Social Reinforcement in a Juvenile Delinquency Project 2-033
  - Work and Life Style Organization 6-205
- SOCIAL RELATIONSHIPS
  - Adolescent Social System Impact on Occupational Achievement 6-096
  - Effects of Technology on Organizational Structure 6-086
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Power Motivation Among Disadvantaged Workers 6-175
  - Role Models, Occupational Knowledge: Adolescent Socialization 6-166
  - Social Network Effects on Employment 6-252
  - Structure of Science 6-182
  - Wage Labor and Urban Chicano Adaptation 6-201
- SOCIAL SCIENCES
  - In-School NYC Enrollees Employed in Action-Research 2-106
  - Social Science Ph.D. in Corporate Industry 6-176
- SOCIAL SECURITY ACT
  - Manpower Institutional Grant (1970): Virginia State College 6-024
- SOCIAL SERVICE EMPLOYEES
  - Decision to Participate in WIN (Illinois) 2-062
  - Decision to Participate in WIN (Michigan) 2-061
  - Decision to Participate in WIN (Ohio) 2-060
  - Development of Manpower Source Book for Social Workers 3-080
  - Impediments to Success in WIN 2-068
  - Manpower Institutional Grant (1970): West Virginia University 6-025
  - Manpower Programming and Social Work Expertise 1-030
  - Role Conflicts of Indigenous Welfare Aids 6-165
  - Social Service Tasks and Education Preparation 6-081
  - Social Work Education and the WIN Program 2-086
  - Social Workers in Manpower Programs 6-177
  - Unionized New York Social Service Employees 6-185
- SOCIAL STRUCTURE
  - Critique of Duncan's Stratification Research 6-055
  - Emergence of a Service Society 4-001
  - Law and the Development of Citizenship 6-134
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Structure of Science 6-182
- Social Support—See SUPPORTIVE SERVICES
- Social Workers—See SOCIAL SERVICE EMPLOYEES
- Socioeconomic Status—See STATUS
- SOCIOLOGICAL FACTORS
  - Career Thresholds 4-023C
  - Dual Careers 4-023D
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Years for Decision 4-023B
- SOUTH CAROLINA
  - Manpower Institutional Grant (1974): Memphis State University 6-003
  - South Carolina's Industry Start-Up Training Program 3-079
- SOUTH DAKOTA
  - Manpower Institutional Grant (1974): University of Utah 6-012
- SOUTHEASTERN U.S.
  - Needs of Rural Youth in Southeast 2-116
  - Resource Adjustment and Mechanization in the Tobacco Industry 4-033
  - South Carolina's Industry Start-Up Training Program 3-079
- SOUTHERN U.S.
  - Black Male Professionals in Industry 4-058
  - Low-Income Families in Four Rural Counties 4-012
  - Negro Employment in Southern Construction Industry 2-045
  - Negro Employment in the South 2-046
  - Negro Occupational Status and Education 4-025
  - Rural Industrialization and Poverty in the South 4-026
  - Rural Labor Markets 4-027
  - Southern Black Construction Craftsmen 2-044
- SOUTHWEST U.S.
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Model Rural Youth Projects for Southwest 2-115
  - Texas Migrant Demonstration Project 3-087
- SPANISH SPEAKING AMERICANS—See also CHICANOS; MEXICAN AMERICANS, PUERTO RICANS
  - Economic Status of Asians and Blacks in California 6-163
  - Impact of BOLT on Manpower Agencies 3-002
  - Manpower Institutional Grant (1974): Pan American University 6-010
  - Model Rural Youth Projects for Southwest 2-115
  - Nonfarm Employment Problems of Farm Laborers 2-119
  - Project BOLT 3-015
  - Social Inequality and Labor Force Participation 6-174
  - Spanish Americans in the Labor Market 2-051
  - Wage Labor and Urban Chicano Adaptation 6-201
- SPECIAL MANPOWER RESEARCH GRANTS—(These projects appear in Chapter 6.)
- Staff Attitudes—See EMPLOYER ATTITUDES
- STAFF TRAINING
  - Analyses of WIN Team Functioning and Job Requirements 2-057
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Facilitating the Adoption of New Procedures 1-004
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Manpower Institutional Grant (1974): Boston University 6-001
  - Manpower Institutional Grant (1974): Memphis State University 6-003
  - Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  - Manpower Institutional Grant (1974): Oakland University 6-007
  - Manpower Institutional Grant (1974): Oklahoma State University 6-008

  - Manpower Institutional Grant (1974): Oregon State University ... 6-009
  - Manpower Institutional Grant (1974): Pan American University ... 6-010
  - Manpower Institutional Grant (1974): San Francisco State University ... 6-011
  - Manpower Institutional Grant (1974): SUNY (Buffalo) ... 6-005
  - Manpower Institutional Grant (1974): University of Houston ... 6-002
  - Manpower Institutional Grant (1974): University of Missouri - Columbia ... 6-004
  - Manpower Institutional Grant (1974): University of Utah ... 6-012
  - Manpower Institutional Grant (1974): West Virginia University ... 6-013
  - Program for Information on Manpower Services ... 1-040
  - Staff Training for Basic Education ... 3-014
  - Training for Manpower Program Administrators and Planners ... 1-041
  - Training of WIN Personnel ... 1-043
  - University and Manpower Educational Services ... 1-070
  - Vocational Guidance in High School ... 3-022
- Staffing—See MANPOWER PROGRAM STAFFING
- STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
  - Unemployment and Commuting Within Geographical Areas ... 6-247
- STATE AND LOCAL GOVERNMENT
  - An Analysis of the Pilot CMP ... 1-001
  - Bureaucratic Competition and Intergovernmental Relations ... 6-108
  - California's Job Agent System ... 1-037
  - Demand and Supply Considerations of Expanded Public Employment Program ... 1-049D, 1-049E
  - Demand for Municipal Employees ... 6-059
  - Effect of a Criminal Record on Employment ... 2-027
  - Engineers' Reemployment Assistance ... 2-016
  - Federal Programs, Legislation, and Their Manpower Implications ... 5-007
  - Financial Resources of Released Prisoners ... 6-226
  - Guaranteed Job Program ... 6-062
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi ... 6-017
  - Manpower Research and Formation of Policy ... 1-067
  - Manpower Utilization in Local Government ... 4-002L
  - Municipal Government Employment and Wages ... 6-220
  - Negro Employment in the South ... 2-046
  - Public Service Employment and Upgrading Project in Vermont ... 3-027
  - Public Service Employment vs. the Private Sector ... 1-049C
  - Social Workers in Manpower Programs ... 6-177
  - State and Local Government Employee Characteristics ... 4-032
  - State Labor Legislation for Women ... 6-049
  - State Salary Comparability Study ... 1-045
  - Transitional Employment Experimental Model ... 3-028
  - Union Impact on PEP ... 3-026
- State Employment Service—See PUBLIC EMPLOYMENT SERVICE
- STATE MANPOWER SERVICES COUNCIL (CETA)
  - Manpower Institutional Grant (1970): University of Utah ... 6-023
  - Multiproject Demonstration of Manpower Development ... 1-006
  - Relocation Assistance in Manpower Planning Under CETA ... 1-008
- State Salary Comparability Survey—See SALARY COMPARABILITY STUDIES
- STATE-OF-THE-ART PAPERS
  - Changing Schedules of Work ... 4-039
  - Employment Impact of Multinational Corporations ... 5-003
  - Labor Market Experience for Engineers ... 2-020
  - Manpower Institutional Grant (1970): The Ohio State University ... 6-020
  - Methods of Assessing the Disadvantaged ... 3-070
  - Occupational Licensing and Public Policy ... 5-010
  - Organizational Experience and Employee Work Attitudes ... 4-055
  - Review of Job Analysis R&D ... 1-064
  - Review of Labor Market Analysis R&D ... 1-065
  - Streetcorner Shapeup Jobholders ... 4-010
  - Systems Approach to Taxonomy of Disadvantagement ... 3-077
- STATUS—See also ECONOMIC STATUS; OCCUPATIONAL STATUS
  - Career Beginnings ... 6-026
  - Characteristics of Employees Hired by NAB Employers ... 6-042
  - College Men's Choice of Science Careers ... 6-050
  - Critique of Duncan's Stratification Research ... 6-055
  - Early Career Alienation and Socioeconomic Attainment ... 6-070
  - Educational Attainment and Adult Status of Brothers ... 6-063
  - Effect of Employment on Self-Image ... 6-082
  - Inflation and Distribution of Income ... 6-137
  - Job Mobility of Mexican-American Men ... 6-179
  - Law and the Development of Citizenship ... 6-134
  - Measuring Economic Value of Schooling Output ... 6-142
  - National Longitudinal Surveys Clearinghouse ... 4-023E
  - National Longitudinal Surveys of Labor Force Behavior ... 4-023
  - Sex and Occupational Prestige ... 6-231
  - Social Network Effects on Employment ... 6-252
  - Sociological Aspects of Debt Entanglement ... 6-178
  - Women's Nonstandard Workday/Workweek ... 6-184
- STEEL INDUSTRY
  - Labor Union Response to Federal Manpower Policy ... 6-133
  - Manpower Planning in the Steel Industry ... 4-002D
- STENOGRAPHERS—See also SECRETARIAL OCCUPATIONS
  - New Skill Content Translation into Vocational Education Curricula ... 3-012
- STRUCTURAL UNEMPLOYMENT
  - Labor Force and Minimum Wage ... 6-125
- STUDENTS—See also HIGH SCHOOLS; UNIVERSITIES AND COLLEGES; YOUTH
  - Career Goals of Black College Women ... 6-235
  - College Men's Choice of Science Careers ... 6-050
  - College Performance of High School Dropouts ... 6-204
  - Labor Supply for Lower-Level Occupations ... 4-020
  - Metropolitan Labor Market: New York ... 1-011A
  - Years for Decision ... 4-023B
- SUBURBAN AREAS
  - Housing Segregation, Employment Decentralization, and Minority Labor Supply ... 6-089
- SUBURBAN LABOR MARKETS
  - Employment Expansion in a Suburban Labor Market ... 4-002M
  - Manpower and the Metropolis ... 1-066
- SUMMER JOBS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
  - Evaluation of 1972 Summer Intern Program ... 2-110A
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi ... 6-017
- SUPERVISION
  - Career Ladders for Lodging Industry Housekeepers ... 3-062
  - Experimental Manpower Laboratory: Disadvantaged Youth ... 2-108
  - Experimental Manpower Laboratory: Social Systems Intervention ... 3-073
  - In-Plant Upgrading and Mobility Patterns ... 3-058
  - Labor Market, Inflation, and Manpower Policy ... 4-004
  - Management-Worker Collaboration in Job Structuring ... 1-068B
  - Measurement of Alienation Through Behavioral Rating Scales ... 6-141
  - Social Reinforcement in a Juvenile Delinquency Project ... 2-033
  - Training and Entry into Union Construction ... 2-006
  - Upgrading in Private Industry ... 3-051
  - Urban Teacher Attitudes Toward Male/Female Supervisors ... 6-052
- Supply of Labor—See LABOR SUPPLY
- SUPPORTED EMPLOYMENT—(Projects dealing principally with this subject appear in Chapter 3C.) See also JOB CREATION
  - Demand and Supply Considerations of Expanded Public Employment Program ... 1-049D
  - Employment Alternative to Welfare ... 2-078
  - Federal Employment Programs to Raise Low Earnings ... 1-049B
  - Inflationary Effects of Public Service Employment ... 1-049
  - Pioneer Messenger Service ... 3-031
  - Public Service Employment and Upgrading Project in Vermont ... 3-027
  - Public Service Employment vs. the Private Sector ... 1-049C
  - Supported Employment in the Public Sector ... 3-032
  - Supported Employment Planning in Atlanta ... 3-033
  - Supported Employment Planning in Boston ... 3-034
  - Supported Employment Planning in Detroit ... 3-035
  - Supported Employment Planning in Hartford ... 3-036

- Supported Employment Planning in Jersey City 3-037
- Supported Employment Planning in New Orleans 3 039
- Supported Employment Planning in Newark 3-038
- Supported Employment Planning in Oakland 3-040
- Supported Employment Planning in Ohio 3-041
- Supported Employment Planning in Portland 3-042
- Supported Employment Planning in San Francisco 3-043
- Supported Employment Planning in Utah 3-044
- Transitional Effects of Public Service Employment 3-023

SUPPORTIVE SERVICES—(Projects dealing principally with this subject appear in Chapter 3F.) See also BONDING ASSISTANCE; CHILD DAY CARE; HEALTH CARE
- Better Budgeting for Human Resource Programs 1-011C
- Effectiveness of Graham Associates Demonstration Project 2-117
- Income Maintenance for Ex-Offenders 2-036
- Increasing Minority Women's Employment in Atlanta 2-049
- Increasing Minority Women's Employment in Houston 2-048
- Job Patterns for WIN Terminees 2-074
- Manpower Development Centers in North Carolina Communities 1-054
- Model Urban Indian Centers 2-043
- National Pilot Program on Household Employment 2-024
- Performance Standards for Employment Service Functions 1-033
- Retaining Problem Drinkers on the Job 2-004
- Transitional Effects of Public Service Employment 3-023
- Transitional Employment Experimental Model 3-028
- Upgrading in Private Industry 3-051
- WIN Demonstration Project Design 2-063
- WIN Health Assessment Project 2-088

SWEDEN
- Effect of Collective Bargaining on Low-Wage Employment 4-028

Symposia—See CONFERENCES

SYSTEMS DESIGN AND ANALYSIS
- Improvement of Employer Services in the Employment Service 1-039
- Intersystem Linkage and Research Utilization 1-060
- Labor Market Information System Design and Use 1-024
- Manpower R&D Storage and Retrieval System 1-069
- Systems Approach to Taxonomy of Disadvantagement 3-077

T

Talmadge Amendments—See WELFARE LEGISLATION

Task Analysis—See JOB ANALYSIS

TAT—See TRAINING AND TECHNOLOGY (TAT)

TAXES—See also INCOME TAX
- Human Capital Depreciation 6-060
- Income Dynamics of the Poor 2-073
- Manpower Institutional Grant (1970): Virginia State College 6-024
- Rural Labor Markets 4-027
- WIN Tax Credit Program (Talmadge Amendments) 2-092A

TAXONOMY
- Experimental Manpower Laboratory: Social Systems Intervention 3-073
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Systems Approach to Taxonomy of Disadvantagement 3-077

TEA—See TRADE EXPANSION ACT

TEACHERS
- Economic/Psychological Analysis of Teacher Mobility 6-075
- Faculty Salary Differentials, University of Massachusetts 6-073
- Manpower Institutional Grant (1970): Brandeis University 6-014
- Manpower Institutional Grant (1970): Cornell University 6-016
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Manpower Institutional Grant (1970): University of Oregon 6-021
- Public School Teachers Wage Determination 6-199
- Reduced Research Funding and University Scientists 6-068
- Urban Teacher Attitudes Toward Male/Female Supervisors 6-052

Teaching Machines—See PROGRAMMED INSTRUCTION

TECHNICAL TRAINING
- Community Building Services Training Project 2-041
- Performance Based Apprentice Training 2-009
- Prisoner Rehabilitation Through Behavior Modification 2-031

TECHNICIANS
- Labor Market Experience for Engineers 2-020
- Manpower Institutional Grant (1970): University of Oregon 6-021

TECHNOLOGY AND TECHNOLOGICAL CHANGE—See also PRODUCTIVITY
- American Engineers' Perception of Technology 6-190
- Industrialization, Responses, and Uses of the Political System 6-112
- Labor Force Occupations and Technological Change 6-189
- Manpower Institutional Grant (1970): The Ohio State University 6-020
- Manpower Institutional Grant (1970): University of Oregon 6-021
- Manpower Planning in the Steel Industry 4-002D
- Need Satisfaction in Work and Nonwork 6-111
- Nonseparable Approach to Labor Market Substitution 6-186
- Resource Adjustment and Mechanization in the Tobacco Industry 4-033
- Technological & Operational Change: Impact on Railroads 6-103

TEEM—See TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL

TEENAGERS—See also YOUTH
- Black Female Unemployment 2-095
- Black/White Teenage Occupational Employment Determinants 6-065
- Dayton Ohio Cooperative Vocational Education Program 3-007
- In-School NYC for Young Girls 2-109
- Manpower Institutional Grant (1970): The Ohio State University 6-020
- Problem of Teenage Unemployment 6-156

TELEPHONE INDUSTRY
- Effects of a Human Resource Center 4-037

TEMPORARY EMPLOYMENT—See also CASUAL WORKERS; SEASONAL EMPLOYMENT
- Manpower Institutional Grant (1970): UCLA 6-015
- Streetcorner Shapeup Jobholders 4-010
- Temporary Help Market: 1953-60 6-031

TEMPORARY HELP SERVICE
- Casual Labor in Temporary Help Jobs 4-030
- Temporary Help Market: 1953-60 6-031
- Women in Temporary Help Jobs 4-019

TENNESSEE
- Manpower Institutional Grant (1974): Memphis State University 6-003
- Mississippi STAR Labor Mobility Project 3-084

TENNESSEE VALLEY AUTHORITY
- Intrafirm Mobility Among Apprentice-Trained Craftsmen 6-120

TENNESSEE, MEMPHIS
- In-School NYC for Young Girls 2-109
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Negro Employment in the South 2-046

Tenure—See JOB RETENTION

TESTING—See also PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION
- Assessment Measures for Youth Enrollees 3-071
- Basic Education Services in Manpower Training Programs 3-003
- Bureaucratic Predisposition and Job Requirements 4-060
- Career Thresholds 4-023C
- Educational Attainment and Adult Status of Brothers 6-063
- Evaluation of Tutoring for Firefighter Examination 3-010
- Experimental Manpower Laboratory: Disadvantaged Youth 2-108
- Health Services Mobility Study 3-055
- Measurement of Alienation Through Behavioral Rating Scales 6-141
- Methods of Assessing the Disadvantaged 3-070

  - Model Assessment and Classification System in Corrections 2-029
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Occupational Licensing and Public Policy 5-010
  - Performance Based Apprentice Training 2-009
  - Predicting Job or Training Tenure 3-076
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Problems of Transition from Training to Work 3-074
  - Proficiency Examinations for Medical Laboratory Workers 3-061
  - Proficiency Test for Technical Occupations 2-009A
  - State Employment Service Professional Selection System 1-042
  - Systems Approach to Taxonomy of Disadvantagement 3-077
  - Task Modules for Validation of BOLT 3-005
  - Validation of Quality of Work Questionnaires 4-056
  - Work Sample Evaluation Development Project 3-078
- TEXAS
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Legislative and Administrative Changes on Workmen's Compensation 6-227
  - Low-Income Families in Four Rural Counties 4-012
  - Manpower Institutional Grant (1974): University of Houston 6-002
- TEXAS, HOUSTON
  - Casual Labor in Temporary Help Jobs 4-030
  - In-School NYC Influence on Earnings Capacity 6-121
  - Increasing Minority Women's Employment in Houston 2-048
  - Metropolitan Labor Market 4-002K
  - Minority Women in White-Collar Jobs 2-047
  - Negro Employment in the South 2-046
  - University and Manpower Educational Services 1-070
- TEXAS, SAN ANTONIO
  - Work and Income in Urban Poverty Areas 4-029
- TEXTILE INDUSTRY
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- THS—See TEMPORARY HELP SERVICE
- TIPP—See TRAINING INCENTIVE PAYMENTS PROGRAM
- TOBACCO
  - Resource Adjustment and Mechanization in the Tobacco Industry 4-033
- TOOL AND DIE
  - OJT for Precision Machinist Apprentices 2-005
  - Performance Based Apprentice Training 2-009
- TOP—See TRANSPORTATION OPPORTUNITY PROGRAM
- TRADE ADJUSTMENT ASSISTANCE
  - Adjustment to Freer Trade 6-028
  - Effects of Adjustment Assistance on Displaced Workers 6-224
  - Employment Impact of Multinational Corporations 5-003
  - Trade Adjustment Assistance: A Case Study 6-194
- TRADE EXPANSION ACT—See also TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS
  - Adjustment to Freer Trade 6-028
  - Effects of Adjustment Assistance on Displaced Workers 6-224
  - Trade Adjustment Assistance: A Case Study 6-194
- Trade Policy—See FOREIGN TRADE AND INVESTMENTS
- Trade Readjustment—See TRADE ADJUSTMENT ASSISTANCE
- Trade Restrictions—See FOREIGN TRADE AND INVESTMENTS
- TRAINING—See also particular aspects of training
  - Career Thresholds 4-023C
  - Dual Careers 4-023D
  - Manpower R&D Activities of DOL/AEC 3-068
  - National Longitudinal Surveys of Labor Force Behavior 4-023
  - Prisoner Rehabilitation Through Behavior Modification 2-031
  - Study of the Pittsburgh Plan 2-052
  - Years for Decision 4-023B
- TRAINING ALLOWANCES—See also INCENTIVES
  - Feasibility of Vouchers for Training in WIN 2-069
  - Public Service Employment and Upgrading Project in Vermont 3-027
- TRAINING AND TECHNOLOGY (TAT)
  - Manpower R&D Activities of DOL/AEC 3-068
- Training Assessment—See TRAINING EFFECTIVENESS AND IMPACT
- TRAINING CENTERS
  - Community Building Services Training Project 2-041
  - Effects of a Human Resource Center 4-037
  - Innovations in Apprenticeship 2-011
  - Manpower Development Centers in North Carolina Communities 1-054
- TRAINING EFFECTIVENESS AND IMPACT—See also EFFECTIVENESS OF PROGRAMS; ASSESSMENT AND EVALUATION; RETURNS ON TRAINING
  - Better Budgeting for Human Resource Programs 1-011C
  - Career Ladders for Lodging Industry Housekeepers 3-062
  - Company Programs to Train the Disadvantaged 6-051
  - Demand and Training for Dental Hygienists 6-056
  - Discrimination in Training Programs 1-056
  - Educational Advancement for Wage Earners 3-009
  - Effectiveness of JET on Trainees 3-013
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Human Economy 4-002G
  - Impact of BOLT on Manpower Agencies 3-002
  - Job Training, Personality, and Labor Market Conditions 6-229
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Training Programs for Women 6-138
  - Optimal Timing of Training Subsidies 6-240
  - Organization Impact of Hiring the Disadvantaged 2-123
  - Problems of Transition from Training to Work 3-074
  - Reducing the Hard Core Unemployed's Alienation 6-100
  - South Carolina's Industry Start-Up Training Program 3-079
  - Training Effects on Negro Occupational Aspirations 6-087
  - Training Impact on Minorities and Women 1-062
  - Upgrade Training in Canning Industry During Layoff Periods 3-056
  - Where Have All the Dollars Gone? 1-011D
- TRAINING INCENTIVE PAYMENTS PROGRAM
  - Training Incentive Payments Program (TIPP) 3-065
- TRAINING INCENTIVES—See also INCENTIVES
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Manpower Planning in the Steel Industry 4-002D
  - Optimal Timing of Training Subsidies 6-240
  - Training for Upgrading During Layoff 3-059
  - Training Incentive Payments Program (TIPP) 3-065
- Training Manuals—See HANDBOOKS
- Training Materials—See INSTRUCTIONAL MATERIALS
- TRAINING PRACTICES
  - Discrimination in Training Programs 1-056
  - Educational Consumer Protection 5-008
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Labor Market Information Systems and the Disadvantaged 1-020
  - Manpower R&D Activities of DOL/AEC 3-068
  - Paroling Authorities and Inmate Training 2-032
  - Reducing the Hard Core Unemployed's Alienation 6-100
  - Registered Nurse Training Programs 6-164
  - Training for Upgrading During Layoff 3-059
  - Transitional Employment Experimental Model 3-028
  - Trucking Industry Training 2-125
  - Upgrade Training in Canning—Planning Phase 3-064
  - Upgrade Training in the Canning Industry 3-063
  - Women Offenders Projects 2-037
- TRAINING PROGRAM MANAGEMENT—See also MANPOWER PROGRAM MANAGEMENT
  - Company Programs to Train the Disadvantaged 6-051
  - Developing a Model for Youth Education 3-006
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - South Carolina's Industry Start-Up Training Program 3-079
  - Systems Approach to Taxonomy of Disadvantagement 3-077
  - Training for Manpower Program Administrators and Planners 1-041
- TRAINING VOLUNTEERS—See VOLUNTEERS
- TRANSFERABILITY OF SKILLS
  - Career Progression Systems 3-047
  - Career Progression Systems in a Manufacturing Corporation 3-047A
  - Career Progression Systems—Food Service Industry 3-047B
  - Effects of Military Experience 5-002
  - Federal Programs, Legislation, and Their Manpower Implications 5-007
  - Second Career Patterns of Military Retirees 6-246
  - Unemployment of Aerospace Engineers 2-018

Upgrading Blue-Collar and Service Workers ... 4-002O
TRANSITION FROM SCHOOL TO WORK
Bridges to Work for Young People ... 4-002B
Career Development ... 4-009
Career Thresholds ... 4-023C
Coop Education in School-to-Work Transition ... 3-021
Dayton Ohio Cooperative Vocational Education Program ... 3-007
Employment of Recent College Graduates ... 4-016
Job Search for Male Youth ... 6-122
Manpower Economic Education ... 3-020
National Longitudinal Surveys of Labor Force Behavior ... 4-023
Operations Research to Monitor VEPS In-School NYC Enrollees ... 2-113
VEPS Program for In-School NYC Enrollees ... 2-100
Work Attitudes and Occupational Experience of Young Men ... 4-059
Years for Decision ... 4-023B
TRANSITION FROM WORK TO RETIREMENT—See also RETIREMENT
Labor Market and Private Retirement Systems ... 6-131
Manpower Institutional Grant (1970): Cornell University ... 6-016
Pre-Retirement Years ... 4-023A
Private Pensions and Involuntary Retirement ... 4-047
TRANSITION TO WORK—See also TRANSITION FROM SCHOOL TO WORK
Career Thresholds ... 4-023C
Effects of Military Experience ... 5-002
Employment Expansion in a Suburban Labor Market ... 4-002M
Employment Program for Minority Girls ... 2-099
Immigrants and the American Labor Market ... 4-018
Immigrants in the Labor Force ... 4-021
National Longitudinal Surveys of Labor Force Behavior ... 4-023
Pioneer Messenger Service ... 3-031
Problems of Transition from Training to Work ... 3-074
Public Service Employment and Upgrading Project in Vermont ... 3-027
Study of Unemployment Insurance Exhaustees ... 2-083
Transition in Public Employment Programs ... 3-029
Years for Decision ... 4-023B
TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL
Transitional Employment Experimental Model ... 3-028
Transitional Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS
Transitional Public Service Employment Programs—See PUBLIC EMPLOYMENT PROGRAMS
TRANSPORTATION EQUIPMENT INDUSTRY
Adjustment to Freer Trade ... 6-028
Career Progression Systems in a Manufacturing Corporation ... 3-047A
TRANSPORTATION OPPORTUNITY PROGRAM
Transportation Opportunity Program ... 2-128
Transportation To Work—See COMMUTING
TRIGGER FORMULAS—See also UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES
Manpower Institutional Grant (1970): University of Utah ... 6-023
Triggering Mechanisms for Unemployment Benefits ... 6-033
TRUCKING INDUSTRY
Creating Opportunities in Trucking for Minorities ... 2-053
Manpower Institutional Grant (1970): UCLA ... 6-015
Trucking Industry Training ... 2-125
TRUST TERRITORIES
Manpower Institutional Grant (1974): San Francisco State University ... 6-011
TURNOVER—See also JOB RETENTION
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment ... 6-027
Career Thresholds ... 4-023C
Dual Careers ... 4-023D
Emergence of a Service Society ... 4-001
Employer Sponsored Child Day Care ... 2-093
Hours of Work in Manufacturing, 1947-70 ... 6-230
Labor Turnover Among Adult Women ... 6-129
Manpower Institutional Grant (1970): UCLA ... 6-015
Manpower Institutional Grant (1970): University of Oregon ... 6-021
National Longitudinal Surveys Clearinghouse ... 4-023E
Population Turnaround in Nonmetropolitan Regions ... 5-012
Study of the Pittsburgh Plan ... 2-052
Turnover, Unemployment, and the Dual Labor Market ... 6-233
White-Collar Work ... 6-255
Why Do Blacks and Women Have High Unemployment Rates? ... 6-256
Years for Decision ... 4-023B
TUTORING
College Adapter Program ... 3-004
Evaluation of Tutoring for Firefighter Examination ... 3-010
Evaluation of Youth-Tutoring-Youth Model ... 3-011
TVA—See TENNESSEE VALLEY AUTHORITY
Two-Year Colleges—See UNIVERSITIES AND COLLEGES
TYPISTS—See also CLERICAL WORK
Years for Decision ... 4-023B

U

U.S. Employment Service—See PUBLIC EMPLOYMENT SERVICE
U.S. Training and Employment Service—See PUBLIC EMPLOYMENT SERVICE
UNDEREMPLOYMENT
Dual Labor Market ... 6-069
Employment Enabling Services For Women ... 2-097
Geographical Immobility and Low-Income Area Unemployment ... 6-088
Manpower Institutional Grant (1970): University of Missouri, Columbia ... 6-018
Manpower R&D Activities of DOL/AEC ... 3-068
Training Machine, The SMART Trainer ... 3-001
Unemployment in the Urban Core ... 4-034
Upgrading the Underemployed in the Paper Industry ... 3-052
Work and Income in Urban Poverty Areas ... 4-029
UNEMPLOYED—(Projects dealing principally with this subject appear in Chapter 2H.) See also UNEMPLOYMENT, CHRONICALLY UNEMPLOYED
Asking Wage Behavior of Unemployed Workers ... 6-039
Attitudes Regarding the Public Employment Service ... 1-047
Effect of Social Support on the Consequences of Job Loss ... 6-114
Emigration of Southern Blacks ... 6-091
Employment Enabling Services For Women ... 2-097
Engineers and Scientists in California ... 6-077
Engineers, Unemployed, Job Search Workshops ... 2-017
Engineers' Reemployment Assistance ... 2-016
Labor Force Characteristics of Puerto Rican Migrants ... 2-042
Public Service Employment Emergency Action Plan ... 3-024
Supply Responses of the Unemployed ... 6-188
Unemployment and Commuting Within Geographical Areas ... 6-247
Unemployment in the Defense Industry ... 6-197
Work and Life Style Organization ... 6-205
UNEMPLOYMENT
Black Female Unemployment ... 2-095
Dual Labor Market ... 6-069
Effect of Unemployment on Labor Force Participation ... 6-218
Employment and Income: Puerto Rico Simulation Model ... 6-223
Employment and Unemployment Survey for Scientists and Engineers ... 4-035
Employment Impact of Multinational Corporations ... 5-003
Job Search Survey ... 4-003
Labor Market, Inflation, and Manpower Policy ... 4-004
Manpower Research and Formation of Policy ... 1-067
Migration Bias in Labor Force Participation Rates ... 6-170
National Longitudinal Surveys Clearinghouse ... 4-023E
National Longitudinal Surveys of Labor Force Behavior ... 4-023
Problem of Teenage Unemployment ... 6-156
Turnover, Unemployment, and the Dual Labor Market ... 6-233
Unemployment and Engineering Careers ... 2-019
Unemployment in the Urban Core ... 4-034
Unemployment of Aerospace Engineers ... 2-018
Years for Decision ... 4-023B
Youth Labor Market: International Variations ... 4-002P
UNEMPLOYMENT BENEFIT EXHAUSTEES
Job Training and Development for UI Exhaustees ... 3-086
Study of Unemployment Insurance Exhaustees ... 2-083
Triggering Mechanisms for Unemployment Benefits ... 6-033
Unemployment Insurance Payments ... 6-071

- Unemployment Compensation—See UNEMPLOYMENT INSURANCE
- UNEMPLOYMENT INSURANCE
  - Good Jobs, Poor Jobs 4-002A
  - Labor Market Information System Design and Use 1-024
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Study of Unemployment Insurance Exhaustees 2-083
  - Triggering Mechanisms for Unemployment Benefits 6-033
  - Unemployment Duration, Compensation, and Job Search 6-196
  - Unemployment Insurance Payments 6-071
- UNEMPLOYMENT/INFLATION TRADEOFF—See also ECONOMIC ANALYSIS AND ECONOMETRICS
  - Employment and Shifts in the Phillips Curve 6-169
  - Exploratory Empirical Research on Secondary Labor Markets 6-225
  - Inflationary Effects of Public Service Employment 1-049
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Long-Run Tradeoff Between Unemployment and Inflation 6-191
  - Rate of Wage Inflation 6-067
  - Relationship Between Regional and Overall Employment 6-248
  - Search Unemployment and the Phillips Curve 6-109
- UNION ATTITUDES
  - American Reactions to Foreign Apprenticeship Practices 2-008
  - Effectiveness of JET on Trainees 3-013
  - Maternity Leave Benefits 2-096
  - Metropolitan Labor Market 4-002K
  - Supplemental Uses of the Workplace 4-049
- UNION ENTRY
  - Affirmative Action Plans in Construction 5-011
  - Impact of Court Cases on Minority Employment 5-005
  - Study of the Pittsburgh Plan 2-052
  - Training and Entry into Union Construction 2-006
- UNION IMPACT
  - Structural Analysis of the Knights of Labor 6-157
  - Union Impact on PEP 3-026
  - Unionized New York Social Service Employees 6-185
- UNION MANPOWER PRACTICES
  - Construction Manpower Development and Utilization 4-022
  - Dual Enrollment Training for Operating Engineers 2-007
  - Educational Advancement for Wage Earners 3-009
  - Impact of Court Cases on Minority Employment 5-005
  - Journeyman Upgrading Programs in Construction 3-054
  - Labor Union Response to Federal Manpower Policy 6-133
  - Manpower Institutional Grant (1970): UCLA 6-015
  - Manpower Utilization in Local Government 4-002L
  - Supplemental Uses of the Workplace 4-049
  - Trucking Industry Training 2-125
- Union-Management Relations—See COLLECTIVE BARGAINING
- UNIONIZATION—See also UNIONS
  - Effects of Technology on Organizational Structure 6-086
  - Labor in Nonprofit Industries and Government 4-011
  - Labor Union Response to Federal Manpower Policy 6-133
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Manpower Utilization in the Homebuilding Industry 6-217
  - Municipal Government Employment and Wages 6-220
  - Occupational Mobility Among Unionized Civil Service Employees 6-149
  - Pre-Retirement Years 4-023A
  - Public School Teachers Wage Determination 6-199
  - Structural Analysis of the Knights of Labor 6-157
  - Unionized New York Social Service Employees 6-185
- UNIONS—See also UNION MANPOWER PRACTICES; COLLECTIVE BARGAINING
  - Career Progression Systems 3-047
  - Good Jobs, Poor Jobs 4-002A
  - Labor Union Response to Federal Manpower Policy 6-133
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - National Maritime Union's Upgrading-Retraining Program 6-195
  - Structural Analysis of the Knights of Labor 6-157
  - Transportation Opportunity Program 2-128
  - Union Impact on PEP 3-026
  - Upgrade Training in Canning Industry During Layoff Periods 3-056
  - Upgrade Training in Canning—Planning Phase 3-064
  - Upgrade Training in the Canning Industry 3-063
- UNIVERSITIES AND COLLEGES—See also COLLEGE GRADUATES; INSTITUTIONAL GRANTS
  - Business Administration Students from Minorities 3-017
  - Capability of Black Colleges to Meet Community Needs 1-046
  - Career Patterns of 2-Year College Graduates 6-046
  - College Men's Choice of Science Careers 6-050
  - College Performance of High School Dropouts 6-204
  - Dual Enrollment Training for Operating Engineers 2-007
  - Faculty Salary Differentials, University of Massachusetts 6-073
  - Higher Education: The G.I. Bill of Rights 6-076
  - Labor in Nonprofit Industries and Government 4-011
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Institutional Grant (1970): University of Oregon 6-021
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - Model University Human Resources Programs 1-055
  - NYC Goes to Community College 2-112
  - NYC-2 Goes to Community College 2-104
  - Reduced Research Funding and University Scientists 6-068
  - Social Work Education and the WIN Program 2-086
  - Social Workers in Manpower Programs 6-177
  - University and Manpower Educational Services 1-070
  - University Salary Structure and Sex Discrimination 6-253
- UNIVERSITY OCCUPATIONS—See also UNIVERSITIES AND COLLEGES
- UNSKILLED WORKERS—See also LABORERS; LOW LEVEL OCCUPATIONS
  - Evaluation of 1972 Summer Intern Program 2-110A
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - Part-Time Employment in Food Services 6-061
  - Power Motivation Among Disadvantaged Workers 6-175
  - Recruiting, Placing, Retaining CEP Participants 2-079
  - Structural Analysis of the Knights of Labor 6-157
  - YMCA Manpower Project 3-083
- UPGRADING—(Projects dealing principally with this subject appear in Chapter 3D.) See also OCCUPATIONAL MOBILITY
  - Advanced High Intensity Training 3-048
  - Affirmative Action Plans in Construction 5-011
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-049
  - Black Male Professionals in Industry 4-058
  - Career Beginnings 6-026
  - Career Ladders for Lodging Industry Housekeepers 3-062
  - Career Opportunities Development Program 4-038
  - Career Progression Systems 3-047
  - Career Progression Systems in a Manufacturing Corporation 3-047A
  - Career Progression Systems—Food Service Industry 3-047B
  - Case Study of Employer Training 4-051
  - Creating Opportunities in Trucking for Minorities 2-053
  - Determinants of Occupational Upgrading 6-211
  - Effects of a Human Resource Center 4-037
  - Enhancement of Worker Mobility and Job Opportunity 3-053
  - Experimental Job Trials 3-073
  - Feasibility for Research on Public Utility Labor Market 4-042
  - Good Jobs, Poor Jobs 4-002A
  - Health Services Mobility Study 3-055
  - Human Services Manpower Career Center 1-038
  - Impact of Court Cases on Minority Employment 5-005
  - In-Plant Upgrading and Mobility Patterns 3-058
  - Institutional Racism 6-115
  - Intrafirm Mobility Among Apprentice-Trained Craftsmen 6-120
  - Journeyman Upgrading Programs in Construction 3-054
  - Manpower Institutional Grant (1970): Brandeis University 6-014
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower R&D Activities of DOL/AEC 3-068
  - Minority Mobility Project 3-047C

- National Maritime Union's Upgrading-Retraining Program 6-195
- National Pilot Program on Household Employment 2-024
- Negro Employment in Southern Construction Industry 2-045
- Negro Employment in the South 2-046
- Nursing Salary and Promotion Structure 6-238
- Occupational Mobility of Low-Income Workers 6-148
- Ohio ES Upgrading Program 3-069
- Organization Impact of Hiring the Disadvantaged 2-123
- Pilot Manpower Training Advisory Service for Employers 4-045
- Proficiency Examinations for Medical Laboratory Workers 3-061
- Project VEHTS 2-055
- Public Service Employment and Upgrading Project in Vermont 3-027
- Public Utility Internal Labor Market Study 4-048
- Restructuring Health Manpower Organizations 3-057
- State and Local Government Employee Characteristics 4-032
- Survey of Training in Industry 4-050
- Training for Upgrading During Layoff 3-059
- Training Incentive Payments Program (TIPP) 3-065
- Upgrade Training in Canning Industry During Layoff Periods 3-056
- Upgrade Training in Canning—Planning Phase 3-064
- Upgrade Training in the Canning Industry 3-063
- Upgrading Blue-Collar and Service Workers 4-002O
- Upgrading in Agriculture 3-046
- Upgrading in Cleveland 3-066
- Upgrading in Private Industry 3-051
- Upgrading in the Food Service Industry 3-050
- Upgrading the Underemployed in the Paper Industry 3-052
- Upward Mobility Through Job Restructuring 3-067
- Workshop on Research Needed on Women's Employment Situation 2-098

- UPWARD BOUND
  - Careers of Upward Bound Alumni 6-047
- URBAN AREAS—See also METROPOLITAN AREAS
  - Dual Labor Market 6-069
  - Effect of Social Support on the Consequences of Job Loss 6-114
  - Impact of Urban WIN Programs 2-071
  - Inequality and Urban Crisis 6-113
  - Information System for Urban Manpower Programs 1-026
  - Male Youth Job Search: A Biracial Analysis 6-078
  - Manpower and Economic Indicators and Forecasts 1-003
  - Model Urban Indian Centers 2-043
  - New Businesses and Urban Employment Opportunities 4-006
  - Public Employment Programs in Wisconsin 6-158
  - Rural Labor Markets 4-027
  - University Salary Structure and Sex Discrimination 6-253
  - Wage Labor and Urban Chicano Adaptation 6-201
- URBAN PROBLEMS
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Impact of Urban WIN Programs 2-071
  - Inequality and Urban Crisis 6-113
  - Manpower and the Metropolis 1-066
  - Unemployment in the Urban Core 4-034
  - Work and Income in Urban Poverty Areas 4-029
- URBAN RENEWAL—See also RELOCATION ASSISTANCE
  - Urban Renewal Impact on Black Business 6-035
- USES—See PUBLIC EMPLOYMENT SERVICE
- USTES—See PUBLIC EMPLOYMENT SERVICE
- UTAH
  - An Analysis of the Pilot CMP 1-001
  - Manpower Institutional Grant (1974): University of Utah 6-012
  - Pilot Manpower Training Advisory Service for Employers 4-045
  - Relocation Assistance in Manpower Planning Under CETA 1-008
- UTAH, OGDEN
  - Supported Employment Planning in Utah 3-044
- UTAH, SALT LAKE CITY
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Newspaper Ads and Employment Service Job Orders 1-017A
  - Newspaper Advertisements as Labor Market Indicators 1-017
  - Supported Employment Planning in Utah 3-044
- UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT—See also MANPOWER PLANNING, RESEARCH AND DEVELOPMENT
  - Assessment of Experimental Manpower Laboratories 1-050
  - Expanding Benefits of Manpower Research Products 1-058
  - Facilitating the Adoption of New Procedures 1-004
  - Intersystem Linkage and Research Utilization 1-060
  - Labor Market Experience for Engineers 2-020
  - Manpower R&D Activities of DOL/AEC 3-068
  - Manpower R&D Storage and Retrieval System 1-069
  - Manpower Research and Formation of Policy 1-067
  - Rural Manpower Policy Research Group 2-127
  - Training Impact on Minorities and Women 1-062
  - Trucking Industry Training 2-125
  - Upgrading in Agriculture 3-046
  - Utilization of R&D Findings 1-068A
  - WIN Research Findings Utilization Project 2-089

V

- VEPS—See VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
- VERMONT
  - Manpower Institutional Grant (1974): Boston University 6-001
  - Public Service Employment and Upgrading Project in Vermont 3-027
- VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN
  - Project VEHTS 2-055
- Vesting—See PENSIONS
- VETERANS—(Projects dealing principally with this subject appear in Chapter 2G.)
  - Effects of Military Experience 5-002
  - Executive Order 11598 and the Employment Service 1-034
  - Facilitating Employment of Disabled Veterans 2-054
  - Higher Education: The G.I. Bill of Rights 6-076
  - Proficiency Examinations for Medical Laboratory Workers 3-061
  - Project VEHTS 2-055
  - Study of Exemplary Rehabilitation Certificate Program 2-056
- VIDEOTAPES
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
- VIRGIN ISLANDS
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
- VIRGINIA
  - Computerized Interarea Job Clearance System 1-023
  - Manpower Institutional Grant (1970): Virginia State College 6-024
  - Manpower Institutional Grant (1974): West Virginia University 6-013
- VIRGINIA, SALTVILLE
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-095
- VOCATIONAL EDUCATION—See also APPRENTICESHIP
  - Career Thresholds 4-023C
  - Coop Education in School-to-Work Transition 3-021
  - Dayton Ohio Cooperative Vocational Education Program 3-007
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Feasibility of Vouchers for Training in WIN 2-069
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Metropolitan Labor Market: New York 1-011A
  - National Longitudinal Surveys Clearinghouse 4-023E
  - New Skill Content Translation into Vocational Education Curricula 3-012
  - Occupational Licensing and Public Policy 5-010
  - Planning for Human Resource Development 1-053
  - Training Machine, The SMART Trainer 3-001
  - Women in Wisconsin Apprenticeship 2-015
- Vocational Exploration—See VOCATIONAL GUIDANCE
- VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-113
  - Summer/In-School NYC Vocational Exploration 2-118
  - VEPS Program for In-School NYC Enrollees 2-100

- VOCATIONAL GUIDANCE—See also COUNSELING AND GUIDANCE
  - American Scholarship Association Westchester Program 2-105
  - Bridges to Work for Young People 4-002B
  - Career Information System 1-010
  - Career Thresholds 4-023C
  - College Adapter Program 3-004
  - Counselor Ethnic Match Relevance to Trainee Behavior 6-172
  - Educational Advancement for Wage Earners 3-009
  - Facilitating the Adoption of New Procedures 1-004
  - Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
  - Model Health Care Career Program 2-103
  - Model Rural Youth Projects for Southwest 2-115
  - NYC Goes to Community College 2-112
  - NYC-2 Goes to Community College 2-104
  - Role Models, Occupational Knowledge: Adolescent Socialization 6-166
  - Summer/In-School NYC Vocational Exploration 2-118
  - Vocational Guidance in High School 3-022
  - Women in Wisconsin Apprenticeship 2-015
  - Work Expectations of Youth 4-061
  - Years for Decision 4-023B
- VOCATIONAL REHABILITATION
  - Manpower Institutional Grant (1970): University of Utah 6-023
- Vocational Services—See SUPPORTIVE SERVICES
- VOCATIONAL TRAINING
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-049
  - Assessment of Migrant Farm Worker Demonstration 1-051
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-108
  - Model Assessment and Classification System in Corrections 2-029
  - New Occupations Demonstration Project 3-060
  - Occupational Licensing and Public Policy 5-010
  - Texas Migrant Demonstration Project 3-087
  - Upgrading in Agriculture 3-046
  - Vocational Training Survey in Correctional Institutions 2-038
  - Women in Wisconsin Apprenticeship 2-015
- VOLUNTEERS
  - Comparison of Probation Officers and Volunteers 6-053
  - Employment Enabling Services For Women 2-097
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - Manpower Institutional Grant (1970): University of Utah 6-023
  - Military Labor Markets 6-144
  - Program for Information on Manpower Services 1-040
  - Project Volunteer Power 2-126
- VOUCHERS FOR TRAINING
  - Feasibility of Vouchers for Training in WIN 2-069
  - WIN Demonstration Project Design 2-063

W

- WAGE DIFFERENTIALS—See also OCCUPATIONAL DIFFERENTIALS, MALE/FEMALE; INCOME DIFFERENTIALS
  - Changes in Labor Force Participation 6-048
  - Faculty Salary Differentials, University of Massachusetts 6-073
  - Federal Government and Private Sector Wage Differentials 6-200
  - Geographic Mobility Among Selected Young Workers 6-119
  - Incentives and Obstacles to Hiring of the Disadvantaged 6-110
  - Interarea Occupational Earnings Differential 6-116
  - Labor Market for Policemen 6-036
  - Low Wages for Women Workers 6-192
  - Male and Female Wage and Employment Differences 6-152
  - Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
  - National Longitudinal Surveys Clearinghouse 4-023E
  - National Models of Factor Income Distribution 6-054
  - Occupational Differences in Wage Discrimination Against Black Men 6-146
  - Occupational Mobility of Low-Income Workers 6-148
  - Pre-Retirement Years 4-023A
  - Relationship between Employment, Unemployment, and Migration 4-017
  - Small Market Clerical/Laborer Wage Differentials 6-099
  - State Salary Comparability Study 1-045
  - University Salary Structure and Sex Discrimination 6-253
  - Wage Differentials in Japanese Manufacturing 6-160
  - Wage Rates of the Working Poor 6-202
  - Years for Decision 4-023B
- WAGE EARNERS
  - Tax Law Effect on Labor Supply of Married Women 6-107
  - Wage Labor and Urban Chicano Adaptation 6-201
- WAGE STRUCTURE—See also WAGE DIFFERENTIALS; OCCUPATIONAL STRUCTURE
  - Career Thresholds 4-023C
  - Federal Government and Private Sector Wage Differentials 6-200
  - Interarea Occupational Earnings Differential 6-116
  - Labor in Nonprofit Industries and Government 4-011
  - Manpower Institutional Grant (1970): Cornell University 6-016
  - Manpower Training Programs for Women 6-138
  - Municipal Government Employment and Wages 6-220
  - Nursing Salary and Promotion Structure 6-238
  - Relationship between Employment, Unemployment, and Migration 4-017
  - State Salary Comparability Study 1-045
  - University Salary Structure and Sex Discrimination 6-253
  - Wage Rates of the Working Poor 6-202
  - Work Hours of Low-Income Household Heads 6-064
  - Working Conditions, Wage Rates, and Human Capital 6-206
- WAGE SUBSIDIES—See also SUPPORTED EMPLOYMENT
  - Econometric Analysis of Effects of Labor Subsidies 5-014
  - Income Maintenance for Ex-Offenders 2-036
  - Logit Model With Reference to Wage Subsidies 6-214
  - Potential of Wage Subsidies 3-030
  - Transition in Public Employment Programs 3-029
  - Transitional Effects of Public Service Employment 3-023
- WAGE-PRICE CONTROLS
  - Manpower Institutional Grant (1970): UCLA 6-015
- WAGEES—See WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES
- WAGES—See also INCOME; EARNINGS; MINIMUM WAGE LAWS
  - Asking Wage Behavior of Unemployed Workers 6-039
  - Budgets, Earnings, and Work of Married Women 6-254
  - Business Administration Students from Minorities 3-017
  - Changes in Labor Force Participation 6-048
  - Design of a Labor Market Information System 1-025
  - Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
  - Economics of Canadian Military Manpower Supply 6-079
  - Employee Participation in Pay Plan Development 4-054
  - Faculty Salary Differentials, University of Massachusetts 6-073
  - Hours of Work in Manufacturing, 1947-70 6-230
  - Human Resources in the U.S. and Japan 6-180
  - Labor Demand Elasticity in Wood Products Industry 6-090
  - Labor in Nonprofit Industries and Government 4-011
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Manpower Institutional Grant (1970): Southern Methodist University 6-022
  - Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
  - National Models of Factor Income Distribution 6-054
  - Occupational Differences in Wage Discrimination Against Black Men 6-146
  - Public School Teachers Wage Determination 6-199
  - Rate of Wage Inflation 6-067
  - Relationship Between Regional and Overall Employment 6-248
  - Streetcorner Shapeup Jobholders 4-010
  - Supply Responses of the Unemployed 6-188
  - Wage Labor and Urban Chicano Adaptation 6-201
- Wagner-Peyser Act—See PUBLIC EMPLOYMENT SERVICE
- Want Ads—See NEWSPAPER ADVERTISEMENTS
- WASHINGTON
  - Manpower Institutional Grant (1974): Oregon State University 6-009
- Wealth—See INCOME
- WELFARE AND PENSION PLANS DISCLOSURE ACT
  - Private Pensions and Involuntary Retirement 4-047

WELFARE DEPENDENCY
- Flexible Work Schedules for Welfare Participants 2-085
- Labor Market Information System Design and Use 1-024
- National Longitudinal Surveys of Labor Force Behavior .. 4-023
- Welfare Dependency and Low-Income Labor Markets 4-036
- WIN Making Adults Economically Independent 2-091
- Workfare's Impact on Employable Welfare Recipients 2-070

WELFARE LEGISLATION—See also WORK INCENTIVE PROGRAM (WIN)
- Legal Analysis of WIN Requirements 2-075
- Social Service Tasks and Education Preparation 6-081
- WIN Tax Credit Program 2-084

WELFARE PATTERNS
- Dual Careers 4-023D
- Income Dynamics of the Poor 2-073
- Poverty, Politics, and Relief 6-154
- Welfare Dependency and Low-Income Labor Markets 4-036
- Work and Welfare Patterns of Low-Income Families 2-090

WELFARE PROGRAMS—See also AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE PROGRAM (WIN); WELFARE RECIPIENTS; ECONOMIC WELFARE
- Better Budgeting for Human Resource Programs 1-011C
- Decision to Participate in WIN (Illinois) 2-062
- Decision to Participate in WIN (Michigan) 2-061
- Decision to Participate in WIN (Ohio) 2-060
- Employment Alternative to Welfare 2-078
- Interface of Work and Welfare 4-002C
- Poverty, Politics, and Relief 6-154
- Public Assistance and Manpower Policy of Great Britain. 6-244
- Public Assistance Employables in New York 5-013
- Role Conflicts of Indigenous Welfare Aids 6-165
- Social Service Tasks and Education Preparation 6-081
- Study of Female Family Heads 6-106
- Welfare Impact on Black Migration, Marital Stability 6-105
- Where Have All the Dollars Gone? 1-011D
- Workfare's Impact on Employable Welfare Recipients 2-070

WELFARE RECIPIENTS—(Projects dealing principally with this subject appear in Chapter 2H.) See also AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE PROGRAM (WIN)
- Career Opportunities Development Program 4-038
- Feasibility of Vouchers for Training in WIN 2-069
- Flexible Work Schedules for Welfare Participants 2-085
- Health of Working and Nonworking Poverty Mothers 2-094
- Income Dynamics of the Poor 2-073
- Interface of Work and Welfare 4-002C
- Legal Analysis of WIN Requirements 2-075
- Manpower Institutional Grant (1970): The Ohio State University 6-020
- Population Characteristics Affecting WIN Outcomes 2-058
- Potential of Wage Subsidies 3-030
- Poverty, Politics, and Relief 6-154
- Public Assistance Employables in New York 5-013
- Public Service Employment and Upgrading Project in Vermont 3-027
- Study of Female Family Heads 6-106
- Study of Unemployment Insurance Exhaustees 2-083
- Supported Employment in the Public Sector 3-032
- Transitional Effects of Public Service Employment 3-023
- Transitional Employment Experimental Model 3-028
- Welfare Careers and Low-Wage Employment 2-087
- Welfare Impact on Black Migration, Marital Stability 6-105
- Work and Welfare Patterns of Low-Income Families 2-090
- Workfare's Impact on Employable Welfare Recipients 2-070

WEST VIRGINIA
- Computerized Interarea Job Clearance System 1-023
- Manpower Institutional Grant (1970): West Virginia University 6-025
- Manpower Institutional Grant (1974): West Virginia University 6-013

WESTERN U.S.
- Searching for a Successful Agricultural Migrant 6-168

Wetbacks—See ALIENS

WHITE-COLLAR OCCUPATIONS
- Employment Expansion in a Suburban Labor Market 4-002M
- Enhancement of Worker Mobility and Job Opportunity ... 3-053
- Human Resources in the U.S. and Japan 6-180
- Increasing Minority Women's Employment in Atlanta 2-049
- Increasing Minority Women's Employment in Houston ... 2-048
- Longitudinal Analysis of Occupational Mobility 4-008
- Minority Women in White-Collar Jobs 2-047
- White-Collar Work 6-255

Wholesale Price Index—See PRICES

WIN—See WORK INCENTIVE PROGRAM (WIN)

WIN I—See WORK INCENTIVE PROGRAM (WIN)

WIN Tax Credit Program (WTCP)—See WORK INCENTIVE PROGRAM (WIN)

WISCONSIN
- Labor Mobility Project (Michigan) 3-085
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1974): Oakland University 6-007
- Women in Wisconsin Apprenticeship 2-015

WISCONSIN, MILWAUKEE
- Labor Market Information System Design and Use 1-024

WOMEN—(Projects dealing principally with this subject appear in Chapter 2I.) See also MOTHERS; MALE/FEMALE, YOUNG WOMEN
- Births and Women's Labor Force Participation 6-193
- Budgets, Earnings, and Work of Married Women 6-254
- Career Patterns of Women Physicians 6-045
- Career Progression Systems 3-047
- Characteristics of Career and Homemaking Oriented Women 6-241
- Discrimination in Training Programs 1-056
- Dual Careers 4-023D
- Economics of Sex Discrimination 6-080
- Emergence of a Service Society 4-001
- Employment Enabling Services For Women 2-097
- Employment Expansion in a Suburban Labor Market 4-002M
- Employment of Married Women With Children 6-128
- European Manpower Policies 6-212
- Evaluation of NAB-JOBS for Disadvantaged 6-093
- Fertility and Labor Participation of Married Women 6-249
- Homemaker Service Demonstration Training Project 2-021
- Homemaker Training Project 2-022
- Household Service Organization Development Project 2-023
- Impact of Laws Prohibiting Sex Discrimination 6-102
- Increasing Minority Women's Employment in Atlanta 2-049
- Increasing Minority Women's Employment in Houston 2-048
- Interrelationship Between Female Employment and Fertility 6-117
- Labor Force Characteristics of Puerto Rican Migrants..... 2-042
- Labor Force Mobility of Females 6-034
- Labor Force Participation and Mothers' Fertility 6-126
- Labor Force Participation of Married Women 6-127
- Labor Turnover Among Adult Women 6-129
- Longitudinal Analysis of Occupational Mobility 4-008
- Low Wages for Women Workers 6-192
- Manpower Institutional Grant (1970): Cornell University 6-016
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Manpower Institutional Grant (1970): Southern Methodist University 6-022
- Manpower Institutional Grant (1970): UCLA 6-015
- Manpower Institutional Grant (1970): University of Utah 6-023
- Manpower Institutional Grant (1970): Virginia State College 6-024
- Manpower Research and Formation of Policy 1-067
- Manpower Training Programs for Women 6-138
- Maternity Leave Benefits 2-096
- Minority Mobility Project 3-047C
- Minority Women in White-Collar Jobs 2-047
- Model Assessment and Classification System in Corrections 2-029
- National Longitudinal Surveys Clearinghouse 4-023E
- National Longitudinal Surveys of Labor Force Behavior .. 4-023
- NOW: The Formative Years 6-145
- Project SURGE 2-025
- Project Volunteer Power 2-126
- Relationship between Employment, Unemployment, and Migration 4-017

State Labor Legislation for Women 6-049
Study of Female Family Heads 6-106
Successful Career Women 4-002Q
Tax Law Effect on Labor Supply of Married Women 6-107
Training Impact on Minorities and Women 1-062
Upgrade Training in Canning Industry During Layoff Periods 3-056
Upgrade Training in the Canning Industry 3-063
Vocational Training Survey in Correctional Institutions 2-038
Women and the American Occupational Structure 6-257
Women in Temporary Help Jobs 4-019
Women in Wisconsin Apprenticeship 2-015
Women Offenders Projects 2-037
Women's Nonstandard Workday/Workweek 6-184
Workshop on Research Needed on Women's Employment Situation 2-098
WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES)
Employment Enabling Services For Women 2-097
WOMEN'S OCCUPATIONS
Discrimination in Training Programs 1-056
National Longitudinal Surveys Clearinghouse 4-023E
Rural Manpower Policy Research Group 2-127
Sex and Occupational Prestige 6-231
Sex Differences in Income Determination 6-171
Women in Wisconsin Apprenticeship 2-015
Workshop on Research Needed on Women's Employment Situation 2-098
Years for Decision 4-023B
WOOD PRODUCTS INDUSTRY
Labor Demand Elasticity in Wood Products Industry 6-090
WORK ATTITUDES—(Projects dealing principally with this subject appear in Chapter 4D.) See also JOB SATISFACTION; MOTIVATION
Black Male Professionals in Industry 4-058
Bureaucratic Predisposition and Job Requirements 4-060
Career Thresholds 4-023C
Changing Schedules of Work 4-039
Characteristics of Career and Homemaking Oriented Women 6-241
Characteristics of Employees Hired by NAB Employers 6-042
Coop Education in School-to-Work Transition 3-021
Dual Careers 4-023D
Effectiveness in Work Roles 4-053
Effectiveness of JET on Trainees 3-013
Employee Participation in Job Structuring 4-044
Employee Participation in Pay Plan Development 4-054
Employment of Married Women With Children 6-128
Engineers and Scientists in California 6-077
Experimental Manpower Laboratory: Disadvantaged Youth 2-108
Experimental Manpower Laboratory: Social Systems Intervention 3-073
Four-Day Workweek in Hospitals 6-104
Job Training, Personality, and Labor Market Conditions 6-229
Management-Worker Collaboration in Job Structuring 1-068B
Manpower Frontier: Education, Guidance, Work 4-002H
Manpower Institutional Grant (1970): University of Oregon 6-021
Measurement of Alienation Through Behavioral Rating Scales 6-141
Men and Women in Science and Engineering 6-044
Model Health Care Career Program 2-103
Motivation of the Black Worker 6-236
Multijobholding in Wichita 6-237
National Longitudinal Surveys of Labor Force Behavior 4-023
Need Satisfaction in Work and Nonwork 6-111
Organizational Experience and Employee Work Attitudes 4-055
Phenomenology of Human Labor 6-153
Population Characteristics Affecting WIN Outcomes 2-058
Power Motivation Among Disadvantaged Workers 6-175
Pre-Retirement Years 4-023A
Preparation for Work 4-002R
Program Instruction for WIN Employability Orientation 2-065
Quality of Work Bibliography 4-057
Reduced Research Funding and University Scientists 6-068
Role Conflicts of Indigenous Welfare Aids 6-165
Role Performance and Organizational Commitment 6-167
Supplemental Uses of the Workplace 4-049
Training Effects on Negro Occupational Aspirations 6-087
Unemployment in the Urban Core 4-034
Unionized New York Social Service Employees 6-185
Urban Teacher Attitudes Toward Male/Female Supervisors 6-052
Validation of Quality of Work Questionnaires 4-056
Work and Life Style Organization 6-205
Work and Values 4-002I
Work Attitudes and Occupational Experience of Young Men 4-059
Work Expectations of Youth 4-061
Work Orientations of WIN Participants 2-082
Worker Differences in Satisfaction With Work Itself 6-038
Years for Decision 4-023B
Work Availability—See MANPOWER NEEDS
WORK ENVIRONMENT—See also OCCUPATIONAL SAFETY AND HEALTH; QUALITY OF EMPLOYMENT; ORGANIZATIONAL ENVIRONMENT
Experimental Manpower Laboratory: Social Systems Intervention 3-073
Management-Worker Collaboration in Job Structuring 1-068B
Pioneer Messenger Service 3-031
Services for Workers at the Workplace 4-046
Supplemental Uses of the Workplace 4-049
Supported Employment in the Public Sector 3-032
Worker Differences in Satisfaction With Work Itself 6-038
WORK ETHIC—See also MOTIVATION; WORK ATTITUDES
Bureaucratic Predisposition and Job Requirements .... 4-06[illegible]
Services for Workers at the Workplace 4-046
Supplemental Uses of the Workplace 4-049
Work and Values 4-002I
WORK EXPERIENCE PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC); JOB CORPS; WORK INCENTIVE PROGRAM (WIN); PUBLIC EMPLOYMENT PROGRAMS; CETA PROGRAMS; CATEGORICAL MANPOWER PROGRAMS
Camp Saugus Residential Job Center 2-120
Community Elite Corps 2-101
Day Care—NYC Youth Helper Program 2-102
Disadvantaged Workers in Parks and Recreation 3-025
Experimental Manpower Laboratory: Disadvantaged Youth 2-108
In-School NYC Enrollees Employed in Action-Research 2-106
In-School NYC for Young Girls 2-109
Model Rural Youth Projects for Southwest 2-115
Operation Young Adults: A Work-Study Program 2-114
Selected Out-of-School NYC Programs 2-110
Work Experience and Career Exploration Program 3-008
Work Release Laws, Policies and Operations 2-040
Work History—See LABOR MARKET BEHAVIOR
WORK INCENTIVE PROGRAM (WIN)
Analyses of WIN Team Functioning and Job Requirements 2-057
Conference on Manpower Services for the Poor .... [illegible]-059
Counselor Ethnic Match Relevance to Trainee Behavior .... 6-[illegible]72
Decision to Participate in WIN (Illinois) 2-062
Decision to Participate in WIN (Michigan) 2-061
Decision to Participate in WIN (Ohio) 2-060
Discrimination in Training Programs 1-056
Effect of Welfare Women's Working on Their Family 2-066
Employability Development Team Interaction Analysis 1-036
Employer Tax Credit and WIN Registrants 4-040
Employment Contexts and Disadvantaged Workers 2-067
Feasibility of Vouchers for Training in WIN 2-069
Flexible Work Schedules for Welfare Participants 2-085
Garnishment and Employability Among WIN Families 2-081
Health of Working and Nonworking Poverty Mothers 2-094
Impact of Manpower Programs on Low-Wage Industries 1-061
Impact of Urban WIN Programs 2-071
Impediments to Alliance of WIN/CETA 1-007
Impediments to Success in WIN 2-068
Incentives and Disincentives in WIN 2-072
Job Patterns for WIN Terminees 2-074
Legal Analysis of WIN Requirements 2-075
Model WIN Project for Rural Areas 2-064

- Paternal Authority, Work Training, and Income Maintenance Programs 2-077
- Policy Implications of Longitudinal Study of WIN Dropouts 2-076
- Population Characteristics Affecting WIN Outcomes 2-058
- Predicting Job or Training Tenure 3-076
- Program Instruction for WIN Employability Orientation 2-065
- Public Assistance Employables in New York 5-013
- Social Work Education and the WIN Program 2-086
- Staff Attitudes and WIN Program Success 2-080
- Training of WIN Personnel 1-043
- Welfare Careers and Low-Wage Employment 2-087
- WIN Demonstration Project Design 2-063
- WIN Health Assessment Project 2-088
- WIN Research Findings Utilization Project 2-089
- WIN Tax Credit Program 2-084
- WIN Tax Credit Program (Talmadge Amendments) 2-092A
- WIN: Making Adults Economically Independent 2-091
- Work and Welfare Patterns of Low-Income Families 2-090
- Work Orientations of WIN Participants 2-082
- Youth in WIN 2-092

WORK INCENTIVES—See also WORK ATTITUDES; MOTIVATION
- Dual Careers 4-023D
- Effectiveness in Work Roles 4-053
- Employee Participation in Pay Plan Development 4-054
- In-Plant Upgrading and Mobility Patterns 3-058
- Incentive Effects of Income Maintenance on Labor Supply 6-187
- Incentives and Disincentives in WIN 2-072
- Manpower Institutional Grant (1970): Cornell University 6-016
- Phenomenology of Human Labor 6-153
- Population Characteristics Affecting WIN Outcomes 2-058
- Public Service Employment and Upgrading Project in Vermont 3-027
- WIN Tax Credit Program (Talmadge Amendments) 2-092A

Work Motivation—See WORK INCENTIVES

Work Orientation—See WORK ATTITUDES

Work Patterns—See EMPLOYMENT PATTERNS

WORK ROLES—See also WORK ATTITUDES
- Dual Careers 4-023D
- Effectiveness in Work Roles 4-053
- Indigenous Nonprofessionals in Human Service Organizations 6-198
- Labor Force Participation of Married Women 6-127
- Management-Worker Collaboration in Job Structuring 1-068B
- Role Performance and Organizational Commitment 6-167
- Work and Values 4-002I

WORK SAMPLING—See also TESTING
- Experimental Job Trials 3-075
- Experimental Manpower Laboratory: Disadvantaged Youth 2-108
- Staff Training for Basic Education 3-014
- Work Sample Evaluation Development Project 3-078

WORK SCHEDULES
- Blue-Collar 4-Day Workweek 6-043
- Changing Schedules of Work 4-039
- Dual Careers 4-023D
- Flexible Work Schedules for Welfare Participants 2-085
- Four-Day Workweek in Hospitals 6-104
- Hours of Work in Manufacturing, 1947-70 6-230
- Life-Cycle Time Allocation of Families 6-135
- Manpower Institutional Grant (1970): Brandeis University 6-014
- Manpower Institutional Grant (1970): North Carolina A&T State University 6-019
- Nonfarm Work by Farm Families 6-215
- Pre-Retirement Years 4-023A
- Supplemental Uses of the Workplace 4-049
- Tax Law Effect on Labor Supply of Married Women 6-107
- Women's Nonstandard Workday/Workweek 6-184
- Work Hours of Low-Income Household Heads 6-064
- Workshop on Research Needed on Women's Employment Situation 2-098

Work Values—See WORK ATTITUDES

WORK-STUDY PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
- American Scholarship Association Westchester Program 2-105
- Coop Education in School-to-Work Transition 3-021
- Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
- Manpower Institutional Grant (1970): University of Missouri, Columbia 6-018
- Manpower Institutional Grant (1970): University of Utah 6-023
- Model Health Care Career Program 2-103
- NYC Goes to Community College 2-112
- NYC-2 Goes to Community College 2-104
- Operation Young Adults: A Work-Study Program 2-114
- Work Experience and Career Exploration Program 3-008

Worker Assessment and Orientation—(Projects dealing principally with this subject appear in Chapter 3E.) See ASSESSMENT OF APPLICANTS AND TRAINEES

Worker Attitudes—(Projects dealing principally with this subject appear in Chapter 4D.) See WORK ATTITUDES

WORKER PARTICIPATION IN MANAGEMENT
- Employee Participation in Job Structuring 4-044
- Employee Participation in Pay Plan Development 4-054
- Management-Worker Collaboration in Job Structuring 1-068B
- Manpower Institutional Grant (1970): UCLA 6-015
- Supplemental Uses of the Workplace 4-049

WORKER PARTICIPATION IN MANPOWER PROGRAMS
- Educational Advancement for Wage Earners 3-009
- Labor Union Response to Federal Manpower Policy 6-133

Worker Productivity—See PRODUCTIVITY

WORKER TRAITS—See also JOB DESCRIPTION; JOB APPLICANTS
- Geographic Mobility Among Selected Young Workers 6-119
- Labor Market, Inflation, and Manpower Policy 4-004
- Measurement of Alienation Through Behavioral Rating Scales 6-141
- Need Satisfaction in Work and Nonwork 6-111
- Worker Differences in Satisfaction With Work Itself 6-038

WORKING CONDITIONS
- Effectiveness in Work Roles 4-053
- Supplemental Uses of the Workplace 4-049
- Working Conditions, Wage Rates, and Human Capital 6-206

Working Poor—See POVERTY

WORKMEN'S COMPENSATION LAWS
- Coal Miners Under Black Lung Law 5-004
- Legislative and Administrative Changes on Workmen's Compensation 6-227
- Manpower Institutional Grant (1970): Brandeis University 6-014

Workshops—See CONFERENCES

Workweek—See WORK SCHEDULES

WTCP—See WORK INCENTIVE PROGRAM (WIN)

WYOMING
- Manpower Institutional Grant (1974): University of Utah 6-012

X

X-ray Technicians—See HEALTH MANPOWER

Y

YMCA MANPOWER PROJECT
- YMCA Manpower Project 3-083

Young Adults—See YOUTH

YOUNG MEN—See also YOUTH
- Adolescent Boys in the Inner City 6-210
- Black/White Teenage Occupational Employment Determinants 6-065
- Career Development 4-009
- Career Thresholds 4-023C
- College Men's Choice of Science Careers 6-050
- Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
- Early Career Alienation and Socioeconomic Attainment 6-070
- Educational Attainment and Adult Status of Brothers 6-063
- Effects of Military Experience 5-002
- Job Search for Male Youth 6-122
- Labor Mobility Project (North Carolina) 3-082
- Longitudinal Analysis of Occupational Mobility 4-008
- Male Youth Job Search: A Biracial Analysis 6-078
- National Longitudinal Surveys Clearinghouse 4-023E
- National Longitudinal Surveys of Labor Force Behavior 4-023

Training Effects on Negro Occupational Aspirations 6-087
Work Attitudes and Occupational Experience of Young Men 4-059
YOUNG WOMEN—See also YOUTH
Birth Expectations and Work Experience 4-013
Black Female Unemployment 2-095
Career Goals of Black College Women 6-235
Employment Enabling Services For Women 2-097
Employment Program for Minority Girls 2-099
In-School NYC for Young Girls 2-109
Longitudinal Analysis of Occupational Mobility 4-008
Manpower Institutional Grant (1970): The Ohio State University 6-020
National Longitudinal Surveys Clearinghouse 4-023E
National Longitudinal Surveys of Labor Force Behavior 4-023
Women's Postgraduate Employment 6-222
Years for Decision 4-023B
Youth in WIN 2-092
YOUTH—(Projects dealing principally with this subject appear in Chapter 2J.) See also YOUNG WOMEN; YOUNG MEN; TEENAGERS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); JOB CORPS
Assessment Measures for Youth Enrollees 3-071
Bridges to Work for Young People 4-002B
Careers of Upward Bound Alumni 6-047
Coop Education in School-to-Work Transition 3-021
Drug Abuse Prevention in Youth Resident Centers 2-003
Evaluation of 1972 Summer Intern Program 2-110A
Experimental Manpower Laboratory: Disadvantaged Youth 2-108
Geographic Mobility Among Selected Young Workers 6-119
Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
In-School NYC Influence on Earnings Capacity 6-121
Labor Force and Minimum Wage 6-125
Manpower Economic Education 3-020
Manpower Institutional Grant (1970): UCLA 6-015
Model NYC Programs for Rural Youth 2-107
Model Rural Youth Projects for Southwest 2-115
Needs of Rural Youth in Southeast 2-116
NYC-2 Goes to Community College 2-104
Operation Young Adults: A Work-Study Program 2-114
Preparation for Work 4-002R
Role Models, Occupational Knowledge: Adolescent Socialization 6-166
Supported Employment Planning in Atlanta 3-033
Supported Employment Planning in Boston 3-034
Supported Employment Planning in Detroit 3-035
Supported Employment Planning in Hartford 3-036
Supported Employment Planning in Jersey City 3-037
Supported Employment Planning in New Orleans 3-039
Supported Employment Planning in Newark 3-038
Supported Employment Planning in Oakland 3-040
Supported Employment Planning in Ohio 3-041
Supported Employment Planning in Portland 3-042
Supported Employment Planning in San Francisco 3-043
Supported Employment Planning in Utah 3-044
Survey and Analysis of In-School NYC Programs 1-009
Unemployment in the Urban Core 4-034
VEPS Program for In-School NYC Enrollees 2-100
Youth in the Labor Market: A Cross-Sectional Analysis 6-208
Youth Labor Market: International Variations 4-002P
YOUTH IN TRANSITION PROJECT
Work Attitudes and Occupational Experience of Young Men 4-059
YOUTH PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
Developing a Model for Youth Education 3-006
Development of an Opportunity Program Manpower Information System 1-014
Effectiveness of Graham Associates Demonstration Project 2-117
In-School NYC for Young Girls 2-109
Manpower Institutional Grant (1970): Memphis State Univ./Univ. of Mississippi 6-017
Model NYC Programs for Rural Youth 2-107
Model Rural Youth Projects for Southwest 2-115
Needs of Rural Youth in Southeast 2-116
NYC-2 Goes to Community College 2-104
Operations Research to Monitor VEPS In-School NYC Enrollees 2-113
Selected Out-of-School NYC Programs 2-110
Survey and Analysis of In-School NYC Programs 1-009
VEPS Program for In-School NYC Enrollees 2-100

U. S. GOVERNMENT PRINTING OFFICE : 1975 O-LT - 560-737